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# CAUT ACPPU BULLETIN

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## CAUT Reviews CRC Program

CAUT has launched a review of the Canada Research Chair program, now in its fifth year.

In addition to surveying academic staff associations across the country on their experiences with the program at their universities, CAUT is sending a questionnaire to all CRCs to solicit their views.

"We are undertaking this review because we have little confidence in the official five-year review being undertaken on behalf of the CRC secretariat," said Loretta Czernis, president of CAUT.

Noting this major federal initiative in post-secondary education is having a significant impact on Canada's universities, Czernis said questions about how universities developed their strategic plans for the program, how the money is being allocated, and why only 18 per cent of the chairs have gone to women are among the issues that need to be carefully examined before plans are finalized for the next five years of the program.

Czernis also said the program's three-year review "failed to adequately address key issues."

"We have now seen the approach being taken in the five-year review and we have no reason to believe it will be any more adequate."

"We hope our review and report will be a valuable contribution to the evaluation of this substantial federal initiative."

## L'ACPPU revoit le programme CRC

L'ACPPU a commencé à revoir le Programme de chaires de recherche du Canada, qui en est maintenant à sa cinquième année d'existence.

En plus de sonder les associations d'universitaires dans tout le pays sur l'expérience qu'elles ont acquise de ce programme au sein de leurs établissements, l'ACPPU envoie un questionnaire à toutes les chaires de recherche du Canada pour solliciter leurs commentaires.

Voir PROGRAMME CRC à la page A6

## CAUT Criticizes Proposed OECD-UNESCO Guidelines



Proposed OECD-UNESCO guidelines will promote privatization, not benefit students or academic staff.

CAUT is charging that international guidelines being developed to address quality issues in cross-border higher education ignore the interests of academic staff and could promote privatization.

The proposed guidelines, a joint project of the OECD and UNESCO, are a response to what the two agencies describe as an "explosion" in for-profit higher education internationally, including the rapid proliferation of commercial and non-traditional higher education providers. It is argued that this explosion has created a need for mechanisms to protect students from the rise of diploma mills and rogue providers.

At a drafting meeting in Tokyo last month, delegates from nearly 100 countries and representatives of NGOs discussed the content and programme implementation.

David Robinson — an associate executive director of CAUT who was invited to the meeting as part of the Canadian delegation — says he was concerned the thematic structure contained no reference to the importance of academic staff in ensuring quality higher education.

"The simple truth is you can't have a good

quality education when the employment and academic rights of staff, including academic freedom and tenure, aren't respected," Robinson said. "Without those cornerstones of critical thinking and inquiry, you can't possibly have quality."

After hearing these arguments, delegates to the meeting appeared to reach a consensus that the initial draft of the guidelines needed to be amended to reflect the concerns and interests of academic staff. But Robinson and others report there are further serious flaws in the guidelines of concern to academic staff associations and unions.

Bill Rosenberg, president of the Association of University Staff in New Zealand, said the guidelines will likely be used to promote the private delivery of higher education.

"Private education providers desperately need recognized stamps of 'quality' because of the difficulties students have telling the rogues from those providing a good standard of education," Rosenberg said. "That problem is not present to nearly the same degree for public providers. There is a high risk that the main outcome in practice of the

See OECD-UNESCO GUIDELINES Page A7

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# LETTERS COURRIER

## Private Universities Legitimate

Thank you for your recent coverage of University Canada West (Bulletin, September 2004). However, I feel compelled to set the record straight.

To say that UCW was approved "despite criticism from B.C.'s academics" ignores the fact members of the province's Degree Quality Assessment Board and its expert panels are themselves academics (and members of CAUT) from major B.C. universities. Public comments on our applications were invited for 30 days, with few received, and our responses to public comment were satisfactory to the board. Furthermore, we have the support of many academics in B.C. and elsewhere. As well, outstanding members of Canadian academia have joined us as professors, administrators and advisors.

To state that "a university should offer a wide range of instructional programs" ignores the Canadian historical pattern that our big universities grew from very small ones with initially limited offerings. We anticipate a similar evolution.

To suggest that "allowing the expansion of private universities is a failed vision" may in itself be a failure of vision, considering the success of so many — names like Harvard, Yale, Princeton and Stanford come to mind. With B.C. in the forefront, one day Canada, too, will have great private universities.

The generalization that "these private universities are notoriously expen-

sive and ... do not address the access problems for students" ignores our reality and intent. Our tuition fees are about double the Canadian average tuition because we receive no subsidies from government. The compensation for our undergraduates is that they can graduate in three years after meeting the same standards as public universities. UCW students will actually be better off financially by working in Year 4. The positive impact this approach will have on accessibility should be obvious.

Unfortunately the space allowed here prevents me from addressing other issues raised in your article, so I refer your readers to our website, [www.universitycanadawest.ca](http://www.universitycanadawest.ca), for further information.

DAVID STRONG  
President  
University Canada West

## CUFA-BC Replies

David Strong's letter presupposes that the process and criteria used by the B.C. Degree Quality Assessment Board (DQAB) are sufficient to judge the quality of a degree program or of a new university.

The Confederation of University Faculty Associations of B.C. has worked on the issue of private degree programs for nearly a decade, and has engaged in an ongoing debate with the B.C. Ministry of Advanced Education for two-and-a-half years on the specific criteria used by the DQAB. To date, we are still not satisfied the criteria are sufficiently rigorous to ensure stu-

dents enrolled in private programs will receive a high-quality education.

We might have given Strong the benefit of the doubt had he been more forthcoming about the details of his proposals. But he rebuffed every opportunity we gave him to further explain his intentions. Moreover, the DQAB has declined to provide us with more information about why it recommended approval of University Canada West and its two degree programs.

Strong evokes the names of great private educational institutions to justify his enterprise, but given the information he has made public, we think that comparisons might be better made with DeVry University, University of Phoenix or ITT Educational Services.

Although the business degree programs University Canada West will start offering in January appear acceptable, the institution is still a long way from being worthy of designation as a university.

If Strong were committed to the evolution of his institution into a real university, then he might better have started it as a college (like the University of Victoria and the University of British Columbia were) and earned the right to call it a university. This would be more in keeping with Canadian educational history than what has happened in this case.

ROBERT CLIFT  
Executive Director  
Confederation of University Faculty  
Associations of B.C.

# Security Certificates Condemned

LAWYERS and leading legal scholars are urging Canada's Minister of Public Safety to immediately stay the removal of any person to a country where they face a serious risk of torture or persecution, and to reform the security certificate process to bring it into conformity with international human rights standards.

More than 40 law professors and national and provincial legal networks, including the Canadian Bar Association, lent their support to a letter written by Sharryn Aiken, assistant professor of law at Queen's University, and Andrew Brouwer, co-chair of the Legal Affairs Committee of the Canadian Council for Refugees. The writers pointed out that security certificate provisions in their current form allow the arrest and detention of non-citizens without charges, without legal representation and without rights. Individuals detained in cases involving security matters are denied the right to prepare a defence and mount a meaningful challenge to the lawfulness of their detention. Critics also charge the security certificate process is being invoked in cases where the likely outcome is deportation to a country where the individual concerned is at serious risk of torture or other human rights violations.

"We are gravely concerned that the security certificate process denies to non-citizens the due process rights to which they are entitled as equal human beings. Likewise of great concern is the denial of non-citizens' right to be free from arbitrary detention — especially in the case of those who are not permanent residents, who can be detained without even a warrant. As undeniably serious as these violations are, however, they pale in comparison to what for some is the eventual outcome of the process: torture, which is perhaps the ultimate violation of human dignity and fundamental human rights," the letter said.

"We are aware that there are at least five persons in Canada currently subject to security certificate procedures who have been denied the right to a fair hearing and face the imminent risk that they will be returned to torture, in violation of universal norms of international law ... The rights to life, liberty and security of the person, the right to be free from discrimination, as well as the prohibition on torture are pillars of democracy

and the rule of law. They are guaranteed not only by our own Charter of Rights and Freedoms, but also by the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and numerous other international and regional human rights treaties to which Canada is a party. As a world community we have guaranteed these rights not on the basis of the accident of our place of birth or social status, but on the basis of the simple fact of our humanity."

The letter says there are other options if it's believed an individual is a threat to national security or the safety of any person. "Canada may be able to prosecute the person under the anti-terrorism provisions of the Criminal Code. Alternatively, where an extradition request has been made, Canada may extradite the person to face charges elsewhere, provided the person's fundamental human rights will not be violated by that country."

"Both of these options meet the goal of avoiding impunity and protecting the public, and have been repeatedly advocated by the UN General Assembly, the UN Security Council and international legal scholars. At its recent conference in Berlin, the International Commission of Jurists adopted the Declaration on Upholding Human Rights and the Rule of Law in Combating Terrorism. The declaration specifically affirms the principle that states should apply and where necessary adapt existing criminal laws rather than resort to extreme administrative measures in efforts to combat terrorism."

Amnesty International has for several years listed Canada for human rights transgressions. The organization also this year asked McLellan to "take immediate steps to reform the security certificate process to bring it into full compliance with Canada's international human rights obligations."

The government maintains that individuals detained pursuant to a security certificate constitute a threat to national security, and despite Amnesty International "Canada continues to seek their removal to torture, in contravention of international law," the lawyers said in their letter. ■

Version française à la page A7.

# COMMENTARY TRIBUNE LIBRE

## PRESIDENT'S COLUMN

### Chipping Away at Our Civil Liberties



By LORETTA CZERNIS

I WAS in Winnipeg recently for a western regional meeting of local faculty associations. I woke up in the Winnipeg Sheraton Oct. 15 and found the National Post at my door. I could not help but notice the front page's insistence that terrorist threats in Canada are prevalent in an article headlined "Dangers for Canada Are Real."

A very different alarm was sounded later that morning by University of Winnipeg President Lloyd Axworthy who spoke to delegates about new surveillance threats to Canadians — the very real threats to civil liberties that result from attempting to create a state free of any and all supposed security risks.

The following morning, Maureen Webb, a lawyer at CAUT, augmented the perspective introduced by Axworthy. She spoke about the "new legal landscape." This is wild, uncharted territory, in which neither criminal law nor the rules of war apply. This is a very real no-man's-land in which a person's rights have been changed, almost beyond recognition. Those who have accidentally found themselves trapped in this new terrain have become disoriented, frustrated, and for some — like Maher Arar, a Canadian citizen born in Syria — in serious jeopardy.

Take for example our colleague at the University of Alberta, James Lewis. He could not board a plane in Edmonton until his passport was vetted by an airline supervisor. He

was supposed to change planes in Toronto en route to Chicago. After needing clearance yet again from a supervisor at Toronto's Pearson airport, Lewis was interrogated by a U.S. customs officer. When he asked for the reasons for his interrogation, he was told "we can't tell you." He subsequently discovered his name was on a "no-fly" list. Once an individual is put on the no-fly list it is extremely difficult to get taken off.

Lewis, we could say, fell down the rabbit hole into a Security Wonderland and encountered an unlikely collection of characters who were talking in circles. And his story is not unique. Across the nation, scores of academics have fallen into the same hole and have been detained at border crossings, interrogated, fingerprinted, threatened, inconvenienced and more.

The burgeoning global surveillance system for travel is already functioning in Canada. And as we see from Lewis' predicament, innocent people are swept up as potential suspects. Bill C-7 allows the system to operate on all Canadian flights, and in the long run, it will likely operate on all forms of transportation. There is already a Canadian team that is developing a passenger rating system and is integrating the system used by the United States. The U.S. is forcing the matter by threatening to withdraw landing rights from the airlines of countries that do not comply. The U.S. has also asked the International Civil Aviation Organization, which set up international standards for air transport, to come up with a system that would be imposed globally.

Canada and the U.S. have signed a "Smart Border Action Plan" that calls for developing common standards for biometric identity cards, visa policy coordination, sharing of passenger information, joint passenger analysis units, compatible immigration databases, exchanges of information on immigration-related issues, integrated border enforcement teams, establishment of integrated national security enforcement teams and joint cooperation in deporting individuals to source countries.

Even more astonishing is the fact that steps have already been taken to begin to assemble many different types of information on the world's citizens, including travel records, banking records, health records, voting registries, e-mail and other electronic correspondence, and library and employment records. Canada is conceiving of this project in terms of a "super justice" database.

In the U.S., the Patriot Act allows secret intelligence warrants for business records at libraries, bookstores and other institutions. Not only can police and security officials conduct searches of library records, it is illegal for librarians to notify individuals whose records are targeted.

In the name of national security, the RCMP raided the home and office of an Ottawa Citizen journalist in January. Reporter Juliet O'Neill had her computer and all her records seized during the searches by Mounties seeking the source of an information leak

See CHIPPING AWAY Page A4 ☞

### Privatization Plagues University Autonomy



By HOWARO WOODHOUSE

THIS article tells a story — one based on 30 years' experience teaching and conducting research at various Canadian universities, as well as one in Nigeria, and another 10 years as a student in England, Canada and France. My experience has been strengthened by the study of philosophy and its relationship to culture, education, science and international relations.

Given this experiential and theoretical base, the question I want to ask is why do I feel so uncomfortable when reading policy documents like the World Bank's Financing and Management of Higher Education (1998), or the federal government and Conference Board of Canada's Innovation and Learning (2003)? Do such reports reflect the needs of human beings engaged in the search for knowledge both for its own sake and for the ways in which it can support the public good?

These and other reports represent the dominant narrative of the day, one which is proclaimed and adopted as though it were true *a priori*. However, I wish to propose a counter-narrative, one which provides an alternative picture of what universities are, and might still become, were they to embody ideals, or values, consistent with the pursuit of knowledge as a public rather than a private good.

This counter-narrative may be utopian in the sense it imagines universities qualitatively different from how they look today, but it is at least consistent with their history. Since their inception in the Middle Ages, universities in the West have had to withstand strong external forces in order to maintain relative autonomy — first from the church, and then the state — in order to secure their distinctive function of pursuing knowledge.

What is novel about the situation today is that governments and private corporations are united in their belief that the goal of university education and research is to increase corporate profit margins. There is a kind of pincer movement at work in which these two powerful external sources of funding have combined in order to change universities into instruments to enhance private wealth. And universities have done little to resist this move.

Advocates of the dominant narrative deny that institutional autonomy is threatened today any more than in the past. Bruce Waygood, coordinator for health research at the University of Saskatchewan, was recently quoted as saying, "When a researcher develops, for example, a treatment for cancer or improves

the efficiency of a small business, there is both a public and private benefit."<sup>1</sup> What exactly is the public benefit? Could it also be a public detriment?

Consider the fact the public pay twice for expensive drug therapies. First, multinational pharmaceutical corporations in Canada regularly use publicly-funded university laboratories to develop their products, such as the Canadian Light Source synchrotron which officially opened in October. The largest scientific installation in Canada in a generation is owned by the University of Saskatchewan and paid for by the public purse for mostly private corporate benefit. That is why two drug company beneficiaries have made a total contribution of \$1 million — Boehringer Ingelheim in partially funding a beamline and GlaxoSmithKlein, a research chair.<sup>2</sup> Research in protein crystallography will benefit these and other multinationals in the design of new "blockbuster drugs," giving an added boost to stockholder value. In 2002, pharmaceutical companies had worldwide sales in excess of \$638 billion U.S., making them the second largest industry after armaments.<sup>3</sup>

Canadians, meanwhile, pay higher and higher prices for the very drugs that are making more profits for big pharma, and which will be developed in the synchrotron at a cost of more than \$100 million over the next few years. The Canadian Institute for Health Information estimates that per capita costs for prescription drugs across Canada have grown by 15.4 per cent from \$537 in 2001 to \$620 in 2003. Bear in mind who is footing the bill for research and development facilities via higher education dollars. These labs now constitute the highest costs in health care and are increasing at a rate far above the rate of inflation. In British Columbia, pharmacare costs have jumped by 147 per cent in the past decade, and are projected to grow by almost 500 per cent over the next 20 years.<sup>4</sup>

To assert, then, there is "both a public and private benefit" to university research conducted for pharmaceutical companies fudges the evidence of exploitation and leverage of public facilities for increasing private profits of pharmaceutical multinationals. What is needed is the kind of "sober, serious, and sustained scrutiny and evaluation," enabling the "wise use" of science and technology in the public interest.<sup>5</sup>

The dominant narrative begins by prescribing the necessity of drastic reductions to government services. The 1995 federal budget cut \$25.3 billion from all

See PRIVATIZATION Page A7 ☞

## LE MOT DE LA PRÉSIDENTE

### Un processus qui réduit nos libertés

Par LORETTA CZERNIS

JE me suis rendue récemment à Winnipeg pour assister à une réunion des associations de professeurs de l'Ouest. Je me suis réveillée le 15 octobre au matin dans ma chambre de l'hôtel Winnipeg Sheraton et j'y ai trouvé sur le pas de la porte un exemplaire du *National Post*. Je n'ai pas pu m'empêcher de relever à la une du journal le titre d'un article mettant en relief l'omniprésence de la menace terroriste au Canada : « Le Canada encourt des dangers réels ».

Plus tard ce matin-là, le président de l'Université de Winnipeg, Lloyd Axworthy, allait déclencher une toute autre alarme en parlant aux délégués réunis des nouvelles mesures de surveillance qui menaçaient les Canadiens — les sérieuses menaces aux libertés civiles décou-

lant des tentatives faites pour créer un État à l'abri de tous les prétendus risques de sécurité.

Le lendemain matin, Maureen Webb, avocate de l'ACPPU, est venue élargir la perspective ouverte par M. Axworthy en faisant référence au « nouveau paysage juridique » formé par un territoire sauvage, inconnu, où ne s'appliquent ni le droit criminel ni les règles du droit de la guerre. C'est une véritable zone d'incertitude où les droits d'une personne ont été transformés au point d'être pour ainsi dire méconnaissables. Ceux et celles qui se sont retrouvés bloqués par accident sur ce nouveau terrain se sont sentis désorientés, frustrés, et dans certains cas — comme Maher Arar, un citoyen canadien d'origine syrienne — sérieusement menacés.

Prenons par exemple le cas de notre collègue de l'Université d'Alberta, James Lewis, qui s'est vu interdire l'embarquement à bord de son avion à Edmonton jusqu'à ce qu'un superviseur de ligne aérienne contrôle son passeport. Il était censé changer d'avion à Toronto à destination de Chicago. Après avoir subi un autre contrôle d'un superviseur à l'aéroport Pearson de Toronto, M. Lewis a été interrogé par un agent de la douane américaine. Lorsqu'il a demandé une explication sur un tel interrogatoire, il s'est fait répondre qu'on ne pouvait rien lui dire. Il a découvert par la suite que son nom figurait sur une liste des « personnes interdites de vol ». Une fois qu'une personne est inscrite sur

Voir UN PROCESSUS à la page A8 ☞

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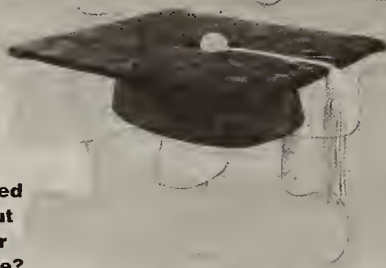
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## NEWS

### 38,000 B.C. Students Call for Tuition Fee Cut

HIGHER education students in British Columbia honed in on the provincial government's unwillingness to reduce education costs, delivering a 38,000-name petition to the Victoria legislature last month that called for tuition fees to be reduced.

The Liberal government ended a six-year tuition freeze three years ago, and costs for students "have more than doubled" since then says Lisa MacLeod, B.C. chairperson for the Canadian Federation of Students.

University tuition fees in B.C. increased an average 16 per cent this year, and are now \$600 per stu-

dent more expensive than the national average.

"The government is now reporting an \$865 million budget surplus outlook for this year, but the outlook for B.C.'s students is bleak," MacLeod said. "\$452 million of that surplus was raised through tuition fees, and it's time students got a break."

Students also called on the government to restore \$50 million cut from the student grant program earlier this year and to increase funding to post-secondary education institutions. ■

Version française à la page A5.

### La Fondation Harry Crowe élit ses dirigeants

HOWARD Pawley a été élu président de la Fondation Harry Crowe lors de la réunion des administrateurs qui s'est tenue en octobre dernier. Ancien président de l'Association des professeurs de l'Université de Windsor et ancien premier ministre du Manitoba, M. Pawley considère la fondation de bienfaisance qui a été créée dans le but d'effectuer des recherches et des études sur des questions liées à l'enseignement postsecondaire, entre autres la liberté d'expression en milieu universitaire, l'autonomie des établissements d'enseignement et l'indépendance de la recherche universitaire.

Brenda Gallie, professeure de médecine à l'Université de Toronto, a été élue vice-présidente de la fondation. James Turk, directeur général de l'ACPPU, a été élu secrétaire et Gordon Piché, directeur général associé de l'ACPPU, a été nommé trésorier.

Les autres administrateurs de la fondation sont Arpi Hamalian, professeure d'éducation à l'Université

Concordia à Montréal et ancienne présidente de la Fédération québécoise des professeurs et professeurs d'université, Jon Thompson, professeur titulaire de chaire de mathématiques et de statistique à l'Université du Nouveau-Brunswick, et John Hoddinott, vice-doyen de l'enseignement et de la recherche à la Faculté Augustana de l'Université de l'Alberta.

Établie en 2003, la Fondation a été appelée ainsi en l'honneur du professeur titulaire du Collège Unid (maintenant l'Université de Winnipeg) dont le congédiement est devenu matière de la première grande affaire de l'ACPPU relative à la liberté académique. La fondation utilise les dons caritatifs qu'elle reçoit pour financer des recherches et des études sur la liberté académique et des questions connexes liées à l'enseignement postsecondaire. ■

La Fondation compte organiser une importante conférence sur la liberté académique à Toronto en octobre prochain.

English on page A5.

### Chipping Away at Our Civil Liberties

From PAGE A3

behind an earlier story she wrote about the Arar affair. There are a number of journalists facing similar actions, including prison terms. Their plight is being highlighted by the International Federation of Journalists. The federation's general secretary, Aidan White, is affirming their right to freedom of expression and commending them for standing firm.

The same sort of situation can arise for academics, since many of us work on topics that involve confidentiality. If I refused to hand over information from confidential sources to a judge, could I face jail time? The answer is "yes."

Since 9/11, attempts to reduce the risk of terrorist activity have also begun to seriously impede scholarly exchange. An article published Jan. 15 in *Nature* showed that many foreign students and researchers, especially from Asia and the Middle East, have been denied visas. Last month, visa applications were denied to an entire delegation of Cuban scholars who had planned to attend an international conference of

the Latin American Studies Association in the U.S.

Earlier this year it was reported that five Irish citizens were denied visas to participate in a scholarly conference at the University of Ottawa. The group, all of whom are former IRA activists who have served jail time, is now engaged in a peace process that includes prisoner reintegration into society. They had been invited to speak about their experience-based organization at a conference cosponsored by the Correctional Service of Canada. Nevertheless, even this type of project can be easily overridden in the murky land of new national security concerns.

What has begun is a process that is chipping away at our civil liberties. Civil liberties are the foundation for academic freedom, without which we cannot perform our academic work. We need to listen carefully to the experiences of those who have tumbled into the rabbit hole, and then act to protect academic freedom, civil liberties and other human rights in our post-secondary institutions, throughout our nation and abroad. ■

## NEWS ACTUALITÉS

# Harry Crowe Foundation Elects Officers

HOWARD Pawley was elected president of the Harry Crowe Foundation at its directors meeting in October. Pawley, a former president of the University of Windsor Faculty Association and former premier of Manitoba will head the charitable foundation set up to undertake research and education on issues of freedom of academic expression, institutional autonomy and independence of university research.

Brenda Gallie, a professor of medicine at the University of Toronto, was elected vice-president of the foundation. James Turk, executive director of CAUT, was elected as secretary and Gordon Piche, an associate executive director of CAUT, was chosen as treasurer.

Other directors of the foundation are Arpi Hamalian, a professor of education at Concordia University in Montreal and former president of the Fédération québécoise des professeurs et professeurs d'université, Jon Thompson, chair of mathematics and statistics at the University of New Brunswick, and John Hoddinott, associate dean of teaching and research at the Augustana Faculty of the University of Alberta.

The directors announced plans to hold a major public conference on academic freedom next October in Toronto.



Harry Crowe Foundation board of directors (from left to right) — Arpi Hamalian, John Hoddinott, Howard Pawley, Brenda Gallie & Jon Thompson.

The Harry Crowe Foundation, established in 2003, is named after the tenured professor at United College (now the University of Winnipeg) whose dismissal became

CAUT's first major academic freedom case. Donations to the Harry Crowe Foundation are eligible for charitable tax receipts. For details on donating, please see the box on

page A6 or visit the Foundation's web site at [www.crowefoundation.ca](http://www.crowefoundation.ca).

Version française à la page A4.

## Academics Take to the Hill

MORE than 60 academic staff from faculty associations across Canada will gather on Parliament Hill Nov. 25 to meet with their Members of Parliament as part of CAUT's annual National Lobby Day.

The faculty and librarians will describe to MPs what federal underfunding has meant at their universities and colleges, and will urge the parliamentarians to adopt the Canada Post-Secondary Education Act — an act that will restore adequate federal funding, establish guidelines to protect public post-secondary education, academic freedom, accessibility and ensure accountability on the part of both the federal and provincial governments for the expenditure of federal post-secondary funds. ■

Version française à la page A10.

## Les étudiants de la C.-B. déposent une pétition

Ils réclament une réduction des droits de scolarité.

DANS un geste visant à dénoncer la réticence du gouvernement provincial à réduire les coûts de l'éducation, les étudiants de l'enseignement supérieur de la Colombie-Britannique ont déposé le mois dernier à l'Assemblée législative de Victoria une pétition de 38 000 noms réclamant une réduction des droits de scolarité.

Il y a trois ans, le gouvernement libéral a mis fin à un gel de six ans des droits de scolarité et, depuis, les coûts « ont plus que doublé », déclare Lisa MacLeod, présidente de la Fédération canadienne des étudiants et étudiantes de la Colombie-Britannique.

Dans cette province, les droits de scolarité à l'université ont augmenté en moyenne de 16 % cette année et chaque étudiant paie maintenant 600 \$ de plus que la moyenne nationale.

« Le gouvernement prévoit maintenant d'enregistrer pour cette année un excédent budgétaire de 865 millions de dollars, mais les perspectives pour les étudiants de la Colombie-Britannique sont peu encourageantes », soutient M<sup>me</sup> MacLeod. « Une portion de 452 millions de dollars de cet excédent provient des droits de scolarité, et puis il est temps d'accorder un répit aux étudiants. »

Ceux-ci ont aussi demandé au gouvernement de rétablir le montant de 50 millions de dollars qui a été retranché plus tôt cette année du programme de bourses pour les étudiants et d'augmenter les fonds octroyés aux établissements d'enseignement postsecondaire.

« Bien que le gouvernement affirme qu'il créera 25 000 nouvelles places pour les étudiants d'ici 2010, sans le financement suffisant, les collèges et universités de la Colombie-Britannique n'auront d'autres choix que de refiler la facture aux étudiants par la voie de nouvelles augmentations des droits de scolarité », conclut M<sup>me</sup> MacLeod. ■

English on page A4.

## Les obstacles à surmonter dans l'élaboration des lignes directrices sur l'éducation

L'ACPPU allégué que les lignes directrices internationales — en cours d'élaboration — qui sont destinées à régir les questions de qualité propres à l'éducation supérieure transfrontière ignorent les intérêts du corps universitaire et qu'elles pourraient promouvoir la privatisation.

Les lignes directrices proposées — un projet conjoint de l'OCDE et de l'UNESCO — répondent à ce que les deux organismes décrivent comme une « explosion » dans l'enseignement supérieur à but lucratif à l'échelle internationale, y compris la prolifération rapide des fournisseurs commerciaux et non traditionnels d'enseignement supérieur. Il est fait valoir que cette explosion a suscité le besoin de créer des mécanismes de protection des étudiants contre la montée des marchands de diplômes et des fournisseurs peu recommandables.

Dans le cadre d'une réunion de rédaction qui s'est tenue à Tokyo le mois dernier, les délégués d'une centaine de pays et les représentants d'ONG ont discuté de la teneur et de la mise en oeuvre du programme.

David Robinson — un directeur général associé de l'ACPPU qui a participé à la réunion en tant que représentant de la délégation canadienne — se dit inquiet de ce que la structure thématique ne fasse aucunement référence au rôle important que le corps universitaire joue pour assurer un enseignement supérieur de qualité.

Et de poursuivre M. Robinson : « La vérité, c'est que vous ne pouvez obtenir un enseignement de bonne qualité lorsque les emplois et les droits universitaires du personnel, y compris la liberté acadé-

mique et la permanence de l'emploi, ne sont pas respectés. Il ne peut y avoir de qualité sans les éléments fondamentaux que sont l'esprit critique et l'enquête. »

Après avoir entendu ces arguments, les délégués à la réunion ont semblé s'être entendus pour dire que la première ébauche des lignes directrices devait être amendée de façon à tenir compte des préoccupations et des intérêts du corps universitaire. M. Robinson et d'autres délégués signalent que les lignes directrices comportent d'autres failles sérieuses qui concernent les associations d'universitaires et les syndicats.

Selon Bill Rosenberg, président de l'Association du personnel universitaire de la Nouvelle-Zélande, les lignes directrices servent vraisemblablement à promouvoir la prestation privée de l'enseignement supérieur.

« Les fournisseurs privés de l'enseignement ont désespérément besoin de sceaux « Qualité » reconnus en raison de la difficulté qu'ont les étudiants à distinguer les fournisseurs peu recommandables de ceux qui respectent des normes d'enseignement de bonne qualité », déclare M. Rosenberg. « Ce problème est loin de se poser dans la même mesure pour les fournisseurs publics. Il est fort risqué que dans la pratique les lignes directrices servent principalement à valider la position des fournisseurs privés. »

M. Rosenberg craint également que le terme « qualité » ne soit pas utilisé dans les lignes directrices pour confirmer l'authenticité de l'enseignement mais seulement pour déterminer si celui-ci respecte une certaine norme uniforme.

Il soutient que « la définition de « qualité » généralement acceptée par les organismes d'assurance de la qualité et d'accréditation tel que la New Zealand Qualifications Authority exprime « l'aptitude à l'usage ». « Cette définition est tirée d'un contexte industriel où l'aspect critique dont il faut tenir compte sur une ligne de production industrielle, c'est que les sorties soient uniformes de sorte que le client puisse se fier au produit reçu. La « qualité » des sorties au sens commun de leur efficacité n'importe pas dans la mesure où elles sont uniformément bonnes ou uniformément mauvaises et où le client sait ce qu'il obtient pour son argent. »

Dans le contexte de l'éducation, fait valoir M. Rosenberg, la vérification de la qualité au sens industriel du terme consiste généralement à évaluer des processus et des politiques institutionnelles en fonction d'une certaine norme.

« Cela ne fournit au client — l'étudiant — aucune information sur le degré de qualité de l'enseignement dispensé; on pourra seulement déterminer si chaque étudiant fréquentant cet établissement recevra un produit de même valeur. Ce qu'il faut retenir, c'est que la qualité obtenue dans ce sens ne fournit guère l'assurance qu'un bon enseignement, encore moins excellent, sera reçu. »

M. Robinson soutient également que les lignes directrices envisagées prennent sensiblement la même forme que les accords commerciaux tels que l'Accord général sur le commerce des services auquel l'ACPPU s'oppose vivement.

« Les lignes directrices feraient

obligation aux gouvernements d'établir ou de favoriser l'établissement d'un système équitable et transparent — qui ne soit pas un fardeau sur le plan administratif — servant à recenser ou à accréditer tous les fournisseurs d'enseignement supérieur qui se trouvent sous leur juridiction, y compris l'enseignement supérieur à distance », déclare M. Robinson.

« Ces termes correspondent directement aux dispositions des accords commerciaux qui ont un puissant effet réducteur sur les options de réglementation. »

« Dire que les lignes directrices s'appliqueraient à tous les fournisseurs d'enseignement supérieur, c'est aussi dire qu'elles s'appliqueraient aux établissements tant privés que publics, tant étrangers que locaux. De même, dire qu'elles s'appliqueraient aux fournisseurs d'enseignement à distance implique que l'accès aux systèmes d'assurance de la qualité et d'accréditation doit être également donné aux fournisseurs du monde entier. C'est là une disposition extraordinaire. »

MM. Robinson et Rosenberg reconnaissent certes le besoin d'établir des lignes directrices internationales sur l'enseignement supérieur transfrontière, mais ils indiquent que la politique adoptée doit être fondamentalement associée aux objectifs de l'enseignement et qu'elle doit respecter le droit des gouvernements à déterminer quels fournisseurs ils devraient recenser, évaluer et accréditer. ■

La dernière réunion du comité de direction des lignes directrices internationales se tiendra à Paris en janvier 2005.

English on page A1.

## CALL FOR PAPERS | APPEL DE COMMUNICATIONS

CONFERENCE CONGRÈS

Human Rights, Social Activism and the Legacy of J.S. Woodsworth  
Les droits de l'homme, l'activisme social et l'héritage de J.S. Woodsworth

UNIVERSITÉ SIMON FRASER UNIVERSITY 22-24 SEPT. 2005

This conference will explore the contemporary significance of J.S. Woodsworth in Canadian society. Woodsworth influenced Canada's labour politics, political parties, immigration policy, and he helped bring about the welfare state. However, universal social programs are now under attack, and the "politics of difference" points to an array of social divisions. Simultaneously, worldwide economic and cultural trends are undermining the autonomy of the nation-state. Proposed sessions include globalization, institutions and social policy; human rights and social activism; film as a form of social activism; labour law and social activism; aboriginal rights and justice; immigration and multiculturalism; and future policy discourse.

Ce congrès veut explorer la portée contemporaine de la contribution de J.S. Woodsworth dans la société canadienne. Woodsworth a influencé la politique du travail, les partis politiques, la politique de l'immigration au Canada, et il a contribué à la mise en place de l'État-providence. Cependant, les programmes sociaux universels sont menacés, et on attribue un ensemble de divisions au niveau social à la « politique de la différence ». En même temps, les tendances économiques et culturelles mondiales ébranlent l'autonomie de l'État-nation. Les sessions qui sont proposées incluent la mondialisation, les institutions et la politique sociale; les droits de l'homme et l'activisme social; le cinéma comme forme d'activisme social; le droit du travail et l'activisme social; les droits des autochtones et la justice; l'immigration et le multiculturalisme; et le discours politique de l'avenir.

Submissions from scholars and graduate students are welcome. Please send an abstract of 800 words and your CV to the J.S. Woodsworth Conference Committee before December 15, 2004.

Nous invitons les professeurs-chercheurs et les étudiants de deuxième et troisième cycle à soumettre une proposition de 800 mots et à faire parvenir leur c.v. au Comité du Congrès J.S. Woodsworth avant le 15 décembre 2004.

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## NEWS

## CAUT Criticizes New Learning Bonds

THE federal government should refocus its efforts on improving access to higher education, a parliamentary committee was told last month.

Appearing before the standing committee on human resources development, CAUT associate executive director, research and advocacy, David Robinson said that proposals to encourage low-income families to save for their children's education are the wrong answers to the problem of promoting access to post-secondary education.

"A savings-based approach to financing education is a good example of a very bad social policy tool," Robinson told the committee. "It rewards those who have the disposable income to save, rather than targets those most in need."

Robinson's comments were made as the committee begins hearings on Bill C-5 — the Education Savings Act. The proposed bill would establish a Canada Learning Bond and enrich contributions made under existing education savings grants for low-income families.

"We're pleased the government recognizes there are serious financial barriers confronting more and more students and their families," Robinson said. "Unfortunately, the learning bonds and enhanced grants as proposed in Bill C-5, though perhaps well intentioned, will actually do little to assist students from low and middle-income families."

The learning bonds will provide \$500 for each child of families eligible for the National Child Benefit — socially disadvantaged families with incomes of less than \$35,000. Families will see an additional \$100 added for each year a child remains eligible, to a maximum of \$2,000.

"Assuming a 3.5 per cent real rate of return, the total value of the bond by the time a child reaches 18 would be \$3,000 in current dollars," Robinson said. "That's not even enough to cover one year of tuition in most provinces today, let alone living costs and expenses. Note also the bonds do nothing to provide assistance to those students and would-be students who need it now, not 18 years in the future."

He added that a proposal in Bill C-5 to increase the Canada education savings grant matching rate

for low and middle-income contributors will also do little to widen access. Under the current scheme, the federal government awards 20 per cent of the value of contributions made to a privately held Registered Education Savings Plan each year to a maximum of \$400.

Bill C-5 intends to provide greater incentives for lower-income families to save by enriching the matching rate to 40 per cent of the first \$500 of contributions made by low-income families and 30 per cent for modest-income earners.

"The poor aren't saving, not because they lack the motivation or incentive, but because they lack the resources," Robinson said. "Right now, families earning less than \$50,000 a year claim less than 20 per cent of the Canada education savings grant. Surely that tells us this is not the vehicle you use to help those most in need."

The resources committed to the savings grants are not trivial and could be better spent in other ways, Robinson reported.

The \$400 million subsidy for the education savings grants in 2003-2004 could have provided free tuition to about 20 per cent of university students across the country, he estimated.

"A far better way to help those students and their families in financial need would be to convert the learning bonds and savings program into a fully needs-based grant," he argued. "This would provide immediate benefits for economically disadvantaged students and help decrease student debt loads."

Robinson also told the committee that more had to be done to address the underlying cause of rising tuition fees — the inadequate levels of core operating funding for universities and colleges.

"By not tackling this, we're simply tinkering around the edges of the real problem," he said. "Our continuing failure to remove the financial barriers that prevent any person from attaining a university or college education is the equivalent of burying a fortune of opportunities. We simply cannot afford to leave this treasure in the ground to decay." ■

Version française à la page A10.

## L'ACPPU revoit le programme CRC

Suite de la PAGE A1

« Nous procédons à notre propre examen parce que nous avons peu confiance au processus quinquennal officiel qui est entrepris au nom du secrétariat des chaires de recherche du Canada », a dit Loretta Czernis, présidente de l'ACPPU.

Soulignant que cet important programme fédéral dans le secteur de l'enseignement postsecondaire a une incidence considérable sur les universités canadiennes, M<sup>me</sup> Czernis soutient que des questions comme celles de savoir comment les universités élaborent leur plans stratégiques en vue du programme, comment les fonds sont répartis et pourquoi seulement 18 % des chaires sont

attribuées à des femmes devraient être examinées attentivement avant que la planification ne soit faite pour les cinq prochaines années du programme.

M<sup>me</sup> Czernis fait valoir que l'examen triennal du programme « n'a pas abordé les questions clés comme il l'aurait fallu ».

« Nous voyons maintenant l'approche qui est adoptée dans l'examen quinquennal et nous n'avons aucune raison de croire qu'elle sera d'une manière ou d'une autre plus adéquate. »

« Nous espérons que notre examen et notre rapport apporteront une contribution précieuse à l'évaluation de cette initiative fédérale fort importante. » ■

## NEWS ACTUALITÉS

### Student Sues York

DANIEL Freeman-Maloy, the student who was summarily suspended by York University President Lorna Marsden last year, is suing the president and the university's board of governors for \$850,000 in damages.

In his statement of claim, Freeman-Maloy alleges that York's regulations provide that a student is entitled to a hearing before being suspended for misconduct and that Marsden therefore acted unlawfully in proceeding as she did. Also, the claim alleges the president and the

board conspired to injure Freeman-Maloy.

Marsden vacated her suspension of Freeman-Maloy earlier this year after she lost a motion to prevent a judicial review of the suspension.

Freeman-Maloy said it was essential the courts prevent the university from taking similar actions against other students.

He noted that "extensive punitive damages are required to insure that President Marsden does not use her office to similarly punish and/or defame students in the future." ■

### Privatization Plagues University Autonomy

From PAGE A3

expenditures, including cuts for transfer payments for health, education and social services. Finance Minister Paul Martin proudly proclaimed that program spending, relative to the size of the economy, was lower in the following year than it had been at any time since 1951.<sup>6</sup> Following on the heels of two decades of federal underfunding this placed universities in a particularly vulnerable position. When adjusted for inflation, operating grants per full-time university student are 19 per cent lower today in real terms than in 1991-1992. In order to bring funding levels back to where they were in real terms in 1993, it "would require an immediate funding boost of more than \$1.6 billion."<sup>7</sup>

In the context of this "new reality," the following strategies were adopted: Canadian universities are to serve the federal government's innovation agenda, defined narrowly and exclusively in economic terms, as "bringing new goods and services to market"; the universities' role is to enable Canada to become more competitive in the so-called "knowledge-based economy"; the universities must provide "value added" to the goods and services their research produces, meaning that "outputs" are greater than "inputs" or, more simply, that revenues for private corporations are increased; universities themselves must become more competitive in their search both for funding and for students; the role of governments, particularly the federal government, is no longer primarily one of providing funds for university operating budgets but of steering funds to "high priority areas" of research feeding the economy; tuition fees must rise as students pay a greater percentage of the cost of their education; undergraduate education is no longer a matter of broad, disciplined thought but is largely training for the professions and the corporate marketplace; and finally, all students are considered "revenue units" — customers seeking "client satisfaction" from the private good of a university education.

"There is no alternative," we are told again and again — a position which contradicts rational and critical debate and universities as seats of learning. Where a value system is closed to all but its own demands, it becomes a value program hostile to education at every level.

The goal of university education and research is to advance and

disseminate knowledge by sharing it with others. Knowledge, that is, as a public good shared among those who seek it and sustained by an institution whose goal is to ensure the public interest is thereby served. This process is reminiscent of Alfred North Whitehead's statement: "The learned and imaginative life is a way of living, and is not an article of commerce."<sup>8</sup>

In April 2003, James Downey, former president of the University of Waterloo, gave a speech to the Association of Universities and Colleges of Canada in which he argued for a rejuvenation of the institution's currently muted role of social critic. In his presentation he said: "Through teaching and research the university must cultivate a spirit of intellectual dissent. Not for its own sake, but in the interests of a free, tolerant, enlightened, and improving society."<sup>9</sup>

Research and teaching must encourage systematic questioning of the dominant images of the age in order to strengthen universities' active participation in a democratic society. Universities today are out of balance. ■

1. Gerry Klein, "Profit Now Seen As Major Part of Universities," *The Star Phoenix*, May 14, 2004, p. A4.

2. Howard Woodhouse, "Commercializing Research at the University of Saskatchewan," Saskatchewan Notes, Saskatoon: Canadian Centre for Policy Alternatives, Vol. 2, No. 8, 2003, p. 4.

3. Helke Ferrie, "Big Pharma Unhappy with Measly \$638 Billion in Sales," *The CCPA Monitor*, Vol. 11, No. 3, 2004, p. 14.

4. John Ibbittson, "The Pharmacare Grenade," *The Globe and Mail*, Aug. 5, 2004, p. A4.

5. David Noble, *Digital Diploma Mills: The Automation of Higher Education*. Toronto: Between the Lines, 2002, p. xii.

6. Murray Dobbin, "What Can We Expect from Paul Martin? Read His Budget Speeches," *The CCPA Monitor*, Vol. 10, No. 7, 2004, p. 8.

7. Loretta Czernis, "Making Democracy Work for Education," *CAUT Bulletin*, Vol. 51, No. 6, 2004, p. A3.

8. Alfred North Whitehead, *The Aims of Education and Other Essays*. New York: The Free Press, 1957, p. 97.

9. James Downey, *The Consenting University and the Dissenting Academy: Binary Friction*. Ottawa: Association of Universities and Colleges of Canada, 2003, p. 16.

Howard Woodhouse is a professor in the department of educational foundations at the University of Saskatchewan and co-director of the university's process philosophy research unit.

The views expressed are those of the author and not necessarily those of CAUT.

### Les experts juridiques dénoncent les certificats de sécurité

DES avocats et des juristes de premier rang demandent avec insistance au ministre canadien de la Sécurité publique de suspendre immédiatement le renvoi de toute personne vers un pays où il existe un risque sérieux de persécution ou de torture et de réviser la procédure du certificat de sécurité pour la rendre conforme aux normes internationales des droits de la personne.

Plus de 40 professeurs de droit et de réseaux juridiques nationaux et provinciaux, y compris l'Association du Barreau canadien, ont endossé une lettre rédigée par Sharryn Aiken, professeure adjointe de droit à l'Université Queen's, et Andrew Brouwer, co-président du Comité des affaires juridiques du Conseil canadien pour les réfugiés. Les rédacteurs soulignent que les dispositions relatives au certificat de sécurité permettent, dans leur forme actuelle, l'arrestation et la détention de non-citoyens sans qu'il y ait d'accusations portées contre eux, sans représentation par un avocat et sans respect de leurs droits. Les personnes détenues dans les cas concernant des questions de sécurité se voient nier leur droit à une défense pleine et à préparer une contestation significative de la légalité de leur détention. Les critiques dénoncent le fait que la procédure du certificat de sécurité puisse être invoquée dans les cas où une personne sera vraisemblablement déportée vers un pays où elle risque sérieusement d'être torturée et de subir d'autres violations de ses droits humains.

« Nous sommes profondément préoccupés par le fait que la procédure du certificat de sécurité nie aux non-citoyens le principe de la primauté du droit, qui devrait leur être garanti en tant qu'être humains égaux. Nous trouvons tout aussi préoccupante la négation du droit des non-citoyens de ne pas être détenus arbitrairement — en particulier dans le cas de ceux qui ne sont pas résidents permanents, qui peuvent être détenus sans même un mandat. Si incontestablement sérieuses que soient ces violations, elles pâlisent néanmoins face à ce qui, pour certains, est l'aboutissement éventuel de cette procédure : la torture, qui est peut-être la violation ultime de la dignité humaine et des droits fondamentaux. »

« Nous avons connaissance d'au moins cinq personnes au Canada qui sont présentement sous le coup d'une telle procédure, à qui on a nié le droit à un procès juste et équitable et qui font face au risque imminent de se voir renvoyer à la torture, en violation des normes universelles du droit international. »

### CAUT Criticizes Proposed OECD-UNESCO Guidelines

From PAGE A1

guidelines is to validate the position of private providers."

Rosenberg is also concerned that the term "quality" is used in the guidelines not to mean how authentic an education is, but only whether it meets a certain consistent standard.

"The definition of quality generally used by quality assurance and accreditation bodies such as the New Zealand Qualifications Authority is 'fitness for purpose,'" Rosenberg said. "It comes from an industrial context where the crucial issue for a line of industrial outputs is that they are consistent, so that the customer can rely on the product received. The 'quality' of them in the common sense of how good it is doesn't matter, as long as they're consistently good or consistently bad and the customer knows what she is getting for her money."

In an educational context, Rosenberg suggests, checking for quality in this industrial meaning of the

term typically means assessing institutional processes and policies against some standard.

"It tells the customer — the student — nothing about how good an education will be received, but only whether every student going to that institution will get the same deal. The point is that having quality in this sense gives little assurance that a good, let alone excellent, education will be received."

Robinson also says the planned guidelines take on a very similar form to trade agreements like the General Agreement on Trade in Services that CAUT has strongly opposed.

"The guidelines would require governments to establish or encourage the establishment of a system of fair, transparent and not administratively burdensome registration or licensure of all higher education providers operating in their territory including distance higher education," Robinson said.

"This language corresponds directly to provisions in trade agree-

poursuites contre cette personne en vertu des dispositions antiterroristes du *Code criminel*. Ou bien, quand une demande d'extradition a été faite, le Canada pourrait extraire la personne pour qu'elle soit inculpée ailleurs, à condition que ses droits humains fondamentaux ne soient pas violés par ce pays. »

« Ces deux possibilités atteignent les objectifs d'éviter l'impunité et de protéger le public et ont été maintes fois recommandées par l'Assemblée générale des Nations Unies, par le Conseil de sécurité de l'ONU et par des experts en droit international. Lors de sa récente conférence à Berlin, la Commission internationale de juristes a adopté une Déclaration sur la défense des droits de l'homme et de l'état de droit dans la lutte contre le terrorisme. La Déclaration soutient expressément le principe selon lequel les États devraient appliquer et, si nécessaire, ajuster les lois criminelles existantes plutôt que de recourir à des mesures administratives extrêmes dans leurs efforts pour combattre le terrorisme. »

Amnesty Internationale inscrit le Canada depuis plusieurs années sur la liste des États qui transgressent des droits humains. Cette organisation a également demandé cette année à Mme McLellan d'entreprendre immédiatement la révision de la procédure du certificat de sécurité pour la rendre conforme aux normes internationales des droits de la personne. »

Le gouvernement maintient que les personnes détenues en vertu d'un certificat de sécurité constituent une menace pour la sécurité nationale et, malgré les efforts d'Amnesty Internationale, « le Canada continue de rechercher le renouveau de ces personnes vers la torture, en violation du droit international », concluent les juristes dans leur lettre. ■

English on page A2.

ments which have a powerful narrowing effect on regulatory options.

"That the guidelines would apply to all higher education providers means they would apply to private as well as public, foreign as well as local institutions. That they would apply to distance education providers implies that access to quality assurance and accreditation systems must also be given to providers operating from anywhere else in the world. This is an extraordinary provision."

Robinson and Rosenberg agree there is a need for international guidelines on cross-border higher education, but say the policy must be firmly rooted in educational objectives and must respect the right of governments to determine which providers they should register, assess and accredit. ■

The final meeting for the drafting group of the international guidelines will take place in Paris in January 2005.

Version française à la page A5.

## Censured Administrations in the United States

INVESTIGATIONS by the American Association of University Professors of the administrations of the institutions listed below show that, as evidenced by a past violation, they are not observing the generally recognized principles of academic freedom and tenure endorsed by this Association, the Association of American Colleges and Universities, and more than 150 other professional and educational organizations. The 1940 Statement of Principles on Academic Freedom and Tenure may be found in the May-June 1990 issue of *Academe*.

This list is published for the purpose of informing Association members, the profession at large, and the public that unsatisfactory conditions of academic freedom and tenure have been found to prevail at these institutions. Names are placed on or removed from this census list by vote of the Association's Annual Meeting.

## AALP

Placing the name of an institution on this list does not mean that censure is visited either upon the whole of the institution or upon its present administration.

The term "administration" includes the administrative officers and the governing board of the institution. This censure does not affect the eligibility of nonmembers for membership in the Association, nor does it affect the individual rights of members at the institution in question.

Members of the Association have often considered it to be their duty, in order to indicate their support of the principles violated, to refrain from accepting appointment to an institution so

long as it remains on the censure list. Since circumstances differ widely from case to case, the Association does not assert that such an unqualified obligation exists for its members; it does urge that, before accepting appointments, they seek information on present conditions of academic freedom and tenure from AAUP (500-1012 14th St. N.W., Washington, D.C. 20005-3465) and prospective departmental colleagues. The Association leaves it to the discretion of the individual, possessed of the facts, to make the proper decision.

The censured administrations, with dates of censuring, are listed below. Reports were published as indicated by the Bulletin or *Academe* citations following each listing. Reference should also be made to "Developments Relating to Censure by the Association" and to the "Report of Committee A," each of which appears annually in *Academe*. ■

### AAUP List of Censured Administrations

GROVE CITY COLLEGE PENNSYLVANIA	March 1963(15-24)	1963
FRANK PHILLIPS COLLEGE TEXAS	December 1968(433-38)	1969
CONCORDIA SEMINARY MISSOURI	April 1975(49-59)	1975
MURRAY STATE UNIVERSITY KENTUCKY	December 1975(322-28)	1976
UNIVERSITY OF OSTEOPATHIC MEDICINE AND HEALTH SCIENCES IOWA	April 1977(82-87)	1977
STATE UNIVERSITY OF NEW YORK	August 1977(237-60)	1978
PHILLIPS COMMUNITY COLLEGE OF THE UNIVERSITY OF ARKANSAS	May 1978(93-98)	1978
WINGATE COLLEGE NORTH CAROLINA	May 1979(240-50)	1979
NICHOLS COLLEGE MASSACHUSETTS	May 1980(207-12)	1980
YESHIVA UNIVERSITY NEW YORK	August 1981(186-95)	1982
AMERICAN INTERNATIONAL COLLEGE MASSACHUSETTS	May-June 1983(42-46)	1983
METROPOLITAN COMMUNITY COLLEGES MISSOURI	March-April 1984(23a-32a)	1984
WESTMINSTER COLLEGE OF SALT LAKE CITY	November-December 1984(1a-10a)	1985
TALLAOGA COLLEGE ALABAMA	May-June 1986(6a-14a)	1986
SOUTHERN NAZARENE UNIVERSITY OKLAHOMA	November-December 1986(7a-11a)	1987
PONTIFICAL CATHOLIC UNIVERSITY OF PUERTO RICO	May-June 1987(33-38)	1987
HUSSON COLLEGE MAINE	May-June 1987(45-50)	1987
HILLS DALE COLLEGE MICHIGAN	May-June 1988(29-33)	1988
MARYLAND INSTITUTE COLLEGE OF ART	May-June 1988(49-54)	1988
SOUTHEASTERN BAPTIST THEOLOGICAL SEMINARY NORTH CAROLINA	May-June 1989(35-45)	1989
THE CATHOLIC UNIVERSITY OF AMERICA	September-October 1989(27-40)	1990
DEAN COLLEGE MASSACHUSETTS	May-June 1991(27-32)	1992
BALTIMORE CITY COMMUNITY COLLEGE	May-June 1992(37-41)	1992
LOMA LINDA UNIVERSITY CALIFORNIA	May-June 1992(42-49)	1992
CLARKSON COLLEGE NEBRASKA	May-June 1993(46-53)	1993
NORTH GREENVILLE COLLEGE SOUTH CAROLINA	May-June 1993(54-64)	1993
SAVANNAH COLLEGE OF ART AND DESIGN	May-June 1993(65-70)	1993
UNIVERSITY OF BRIDGEPORT	November-December 1993(37-45)	1994
BENEDICT COLLEGE SOUTH CAROLINA	May-June 1994(37-46)	1994
NYACK COLLEGE NEW YORK	September-October 1994(73-79)	1995
BENNINGTON COLLEGE	March-April 1995(91-103)	1995
	January-February 1998(70-75)	1995
ALASKA PACIFIC UNIVERSITY	May-June 1995(32-39)	1995
ESSEX COMMUNITY COLLEGE MARYLAND	May-June 1995(40-50)	1995
ST. BONAVENTURE UNIVERSITY NEW YORK	July-August 1995(65-73)	1996
NATIONAL PARK COMMUNITY COLLEGE ARKANSAS	May-June 1996(41-46)	1996
SAINT MEINRAD SCHOOL OF THEOLOGY INDIANA	July-August 1996(51-60)	1997
MINNEAPOLIS COLLEGE OF ART AND DESIGN	May-June 1997(53-58)	1997
BRIGHAM YOUNG UNIVERSITY	September-October 1997(52-71)	1998
UNIVERSITY OF THE DISTRICT OF COLUMBIA	May-June 1998(46-55)	1998
LAWRENCE TECHNOLOGICAL UNIVERSITY	May-June 1998(56-62)	1998
JOHNSON AND WALES RHODE ISLAND	May-June 1999(46-50)	1999
ALBERTUS MAGNUS COLLEGE CONNECTICUT	January-February 2000(54-63)	2000
*CHARLESTON SOUTHERN UNIVERSITY SOUTH CAROLINA	January-February 2001(63-77)	2001
TIFFIN UNIVERSITY OHIO	January-February 2002(53-63)	2002
UNIVERSITY OF OBUQUE IOWA	September-October 2001(62-73)	2002
PHILANDER SMITH COLLEGE ARKANSAS	January-February 2004(57-68)	2004

## Un processus qui réduit nos libertés

Suite de la PAGE A3

cette liste, il est extrêmement difficile d'en faire retirer son nom.

M. Lewis, on pourrait dire, a été pris dans les mailles d'un filet antiterroriste et, de ce fait, s'est heurté à une série de personnages surréalistes. Et son histoire n'est pas unique. Partout au pays, un grand nombre d'universitaires sont tombés dans le même piège. Ils ont été détenus aux postes frontaliers où l'on a relevé leurs empreintes digitales et on leur a fait subir interrogatoires, menaces, ennuis et bien d'autres désagréments.

Le système en plein essor de surveillance globale des déplacements fonctionne déjà au Canada. Et comme nous l'a montré la situation difficile qu'a vécue M. Lewis, des gens innocents sont traités comme des suspects potentiels. La Loi sur la sécurité publique permet d'appliquer le système à tous les vols canadiens et, à long terme, elle s'appliquera vraisemblablement à tous les modes de transport. Une équipe canadienne travaille déjà à l'élaboration d'un système de contrôle des passagers et à son intégration au système américain. Les États-Unis forcent le jeu en menaçant de retirer les droits d'atterrissage aux compagnies aériennes des pays qui ne se plient pas aux règlements. Ils ont de plus demandé à l'Organisation de l'aviation civile internationale, qui est chargée d'élaborer des normes internationales en matière de transport aérien, d'établir un système mondial.

Le Canada et les États-Unis ont signé un « Plan d'action pour la frontière intelligente » qui prévoit entre autres mesures : la mise au point de mécanismes conjoints d'identification biométrique, la coordination des politiques relatives aux visas, la mise en commun de l'information sur les passagers, la mise sur pied de services conjoints d'analyse des passagers, l'établissement de bases de données compatibles sur l'immigration, l'échange d'information sur des questions touchant l'immigration, la mise sur pied d'équipes intégrées d'application des règles à la frontière, l'établissement d'équipes intégrées d'application des règles de sécurité nationale et la coordination des initiatives visant à déporter des ressortissants étrangers vers leur pays d'origine.

Et le plus étonnant dans tout cela, c'est que des mesures ont déjà été prises pour commencer à rassembler différentes catégories d'information sur les citoyens du monde, dont les dossiers de voyage, les dossiers bancaires, les archives médicales, les listes électorales, les courriels et autres types de courrier électronique, les archives de bibliothèques et les relevés d'emploi. Le Canada a entrepris ce projet sous la forme d'une « super base de données sur la justice ».

Aux États-Unis, la « Patriot Act » permet aux autorités de demander à des tribunaux spéciaux, par le biais de mandats de perquisition, d'exiger des documents administratifs de la part des bibliothèques, des librairies et autres marchands de livres. Non seulement les services de police et de sécurité peuvent mener des recherches sur les dossiers des bibliothèques, mais il

est interdit aux bibliothécaires d'avertir les personnes dont les dossiers sont visés.

Au nom de la sécurité nationale, la GRC a perquisitionné, en janvier dernier, le domicile et le bureau de la journaliste Juliet O'Neil du *Ottawa Citizen*. Celle-ci s'est fait saisir son ordinateur et tous ses dossiers par les agents qui cherchaient à identifier la source de la fuite dont il avait été question dans un article que la reporter avait écrit sur l'affaire Arar. Plusieurs journalistes se retrouvent dans des circonstances semblables, certains ont même été frappés de peines d'emprisonnement. La Fédération internationale des journalistes dénonce leur situation critique. Le secrétaire général de cet organisme, Aidan White, affirme leur droit à la liberté d'expression et les félicite pour leur détermination.

La même chose pourrait arriver à des universitaires, puisque nous sommes nombreux à réaliser des travaux sur des sujets qui commandent la confidentialité. Si je refusais de remettre à un juge l'information obtenue de sources confidentielles, pourrais-je faire de la prison? La réponse est affirmative.

Depuis les événements du 11 septembre, les tentatives faites pour réduire le risque des attentats terroristes ont aussi commencé à faire sérieusement obstacle aux échanges savants. Dans un article publié le 15 janvier dernier dans le journal *Nature*, on explique comment de nombreux étudiants et chercheurs étrangers, particulièrement de l'Asie et du Moyen-Orient, se sont vu refuser un visa. Le mois dernier, les autorités américaines ont rejeté les demandes de visa d'une délégation entière d'universitaires cubains qui avaient prévu d'assister à une conférence internationale de l'Association d'études latino-américaines tenue aux États-Unis.

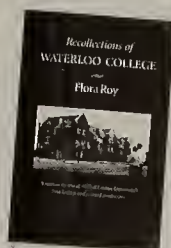
On a rapporté plus tôt cette année que le Canada avait refusé d'accorder un visa à cinq Irlandais qui souhaitaient participer à une conférence savante à l'Université d'Ottawa. Le groupe, dont tous les membres sont d'anciens activistes de l'IRA qui ont déjà purgé une peine d'emprisonnement, est maintenant engagé dans un processus de paix qui comprend notamment la réintégration sociale des prisonniers. Ils avaient été invités pour parler de leur organisation regroupant d'anciens prisonniers dans le cadre d'une conférence parrainée par le Service correctionnel du Canada. Quoi qu'il en soit, même une activité de ce genre peut être facilement annulée dans le contexte obscur des nouvelles mesures de sécurité nationale.

Nous voyons s'installer un processus qui réduit petit à petit nos libertés civiles. Et ces libertés sont le fondement de la liberté académique sans laquelle il nous est impossible de mener à bien nos travaux universitaires. Nous devons porter une attention toute particulière à l'expérience de ceux et celles qui sont tombés dans les mailles du filet antiterroriste, puis agir de sorte à protéger la liberté académique, les libertés civiles et autres droits de la personne dans nos établissements postsecondaires, tant au pays qu'à l'étranger. ■

# BOOKSHELF

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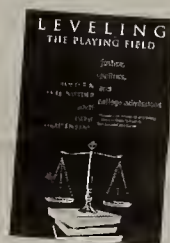


#### Recollections of Waterloo College

Flora Roy, Waterloo, Ontario: Wilfrid Laurier University Press, 2004; 150 pp; ISBN: 0-88920-473-X; paper \$24.95 ca.

When Flora Roy accepted a teaching position at Waterloo College in 1948, she imagined it would be a temporary posting until she finished her dissertation and returned to Toronto or another large Canadian university. Little did she know that, as head of the English department, she would stay on and find herself involved in

local controversies. This memoir recalls Roy's early days at Waterloo College (when its standards were still supervised by the University of Western Ontario) and traces the gradual pressures to merge with the new University of Waterloo. As history shows, the college resisted what was seen then as corporate pressure and became instead an independent institution called Waterloo Lutheran University (which later became Wilfrid Laurier University). The story of the college's transformation into Waterloo Lutheran University is told through anecdotes and shows that, despite its size, the small campus was very connected to the larger world.



#### Leveling the Playing Field: Justice, Politics and College Admissions

Robert K. Fullinwider & Judith Lichtenberg. Lanham, Maryland: Rowman & Littlefield Publishers, Inc., 2004; 277 pp; ISBN: 0-7425-1410-2; hardcover \$75 us.; ISBN: 0-7425-1411-0; paper \$24.95 us.

*Leveling the Playing Field* examines the justice of the admissions policies of contemporary American colleges and universities. The authors argue that enhancing the educational opportunities of lower-income and minority students would make

American society more just. They ask how current admissions policies affect the prospects of such students and evaluate what alternative approaches might be put in their place. The book examines legacy preference, early admissions policies, financial aid, the test-prep industry, college counseling, athletics, and affirmative action after the Supreme Court's landmark decisions of 2003 and evaluates their effects on the distribution of higher education in the United States.

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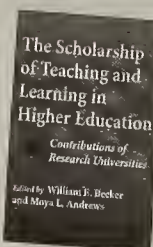
\* Mortgage rates as of October 29/2004. Rates are subject to change without notice. Variable rate for initial 3 months. All other rates are closed.

## Exploring Facets of Teaching & Learning in Higher Education

### The Scholarship of Teaching and Learning in Higher Education: Contributions of Research Universities

William E. Becker & Moya L. Andrews, eds. Bloomington, Indiana: Indiana University Press, 2004; 368 pp; ISBN: 0-253-34424-7; hardcover \$34.95 us.

By JOHN HODDINOTT



SINCE medieval times universities have been teaching institutions and the rise of land grant and "redbrick" institutions in the nineteenth century saw them increase their focus on pure and applied research. That change was the subject of commentary at the time by John Cardinal Newman when he identified scholarships of teaching and research. However, it was the twentieth century work of the late Ernest Boyer that gave us a modern grounding on the various forms of scholarship we practice.

Boyer identified four areas of scholarship — teaching, discovery, application and integration. As an acknowledgement of research progress in cognitive psychology we now highlight learning rather than teaching as we appreciate that what the learner does can be more important than what the teacher does.

After Boyer's death his colleagues at the Carnegie Foundation for the Advancement of Teaching continued to work on his four scholarships model. They reasoned that faculty work in these disparate scholarships would not be properly rewarded, through salary and promotion, unless there was a common basis for evaluation. While our various activities in the three research related scholarships are partly judged, somewhat independently, through the peer review process, no comparable system is widely practiced over the scholarship of teaching and learning.

In thinking about their disciplinary research scholarship most faculty (and probably their faculty associations) could agree that an evaluation scheme based on a scholar's ability to set clear goals, undergo adequate preparation, use appropriate methods, generate significant results, make effective presentations of the results, and engage in a reflective critique to improve future work would be an equitable one. Why not then use these same criteria to evaluate teaching and learning?

An example of what such a system might look like in practice at a large research-intensive institution, Indiana University, is contained in *The Scholarship of Teaching and Learning in Higher Education*. Its various chapters deliver what the editors promise — a variety of models of the scholarship of teaching and learning at research universities, the influence of discipline-based research on teaching leading to more meaningful student activities, advancements in the assessment of student outcomes through research, and the dissemination of ideas about teaching and learning across disciplines and institutions.

Readers can apply for themselves the evaluation criteria for teaching and learning to disciplinary contributions that range among mathematics, biology, econometrics, the history of photography and clinical prac-

tice in speech pathology, as well as more general examinations of first year experience programs, the assessment of student learning and grade inflation.

With the diversity of disciplines represented there is an equally diverse series of approaches to their individual scholarships of teaching and learning. The chapter by Lei Bao and Edward Redish on Educational Assessment and Underlying Models of Cognition requires skills in matrix algebra to appreciate, which may not be surprising when you consider the authors are physicists. Alternatively, Claude Cookman's reports on Transforming Students into Historical Researchers in his course on the history of photography. What unites these authors is an understanding of the importance of having students become active learners where they not only come to understand knowledge in the discipline but also the research methodologies underpinning it.

A good example of how contemporary quantitative methods can be incorporated into an undergraduate computer classroom is provided by William Becker and William Greene while biologist Craig Nelson provides a more personal and reflective piece on his own experience with a research-teaching research career cycle.

With this mixture of personal reflection and quantitative survey approaches to teaching and learning, questions on the ethics behind such investigations are inevitable. Carnegie Foundation president Lee Shulman confronts this in the opening chapter. He distinguishes between instructors collecting data on student learning for grading purposes and collecting, analyzing and reporting data on the character of their teaching and their students' learning. He argues that if an institution distinguishes between "kinds of scholarly work that are embedded in acts of teaching and learning and those that are engaged for purely research purposes," and that if the students are "placed at no greater risk by the research than they would be in a teaching situation alone," then there is no need for an ethics review involving a human subjects board. A tri-councils ruling would be helpful here.

Shulman argues that we can hardly be a moral community with mission statements highlighting the central role of teaching and learning in our institutions if we do not investigate those processes and place them at the centre of scholarship. Later George Kuh highlights the paradox contained in our taking steps to advance the quality of the undergraduate experience while our institutions cannot yet claim they uniformly offer the highest quality experience for the typical student. The value in this book is in providing help to resolve that paradox. ■

John Hoddinott is a professor of biological sciences and associate dean of teaching and research, at the University of Alberta-Augustana Campus in Camrose, Alberta; [john.hoddinott@ualberta.ca](mailto:john.hoddinott@ualberta.ca).



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Canadian Association of University Teachers





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## In the groves of academe...

It is etymologically fitting that academics think of themselves as relentless *searchers* and *cultivators* of knowledge; the origin of the word "academic" combines stories that reflect both of these themes.

When the future Helen of Troy was kidnapped as a young girl, her devoted twin brothers, Castor and Pollux, went in search. Eventually, they met an Athenian farmer named Akademos who had noticed activity in one of his groves, and suggested they look there. Many years later, Plato would tell the story as he taught philosophy and cultivated understanding in the very "grove of Akademos" where the brothers had discovered their sister.

The themes of searching and cultivating are also evident at the University of Windsor, where our development efforts of recent years have borne exceptional fruit. These include a dramatic increase in research and a more pronounced student-focused culture. This, coupled with the dynamic international lifestyle of our border community, has attracted hundreds of scholars who have come to our campus to nurture their careers and to put down roots, so to speak.

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## ACTUALITÉS

### L'ACPPU s'élève contre les bons d'études

Le gouvernement fédéral devrait réorienter ses efforts en vue d'améliorer l'accès à l'enseignement supérieur, a-t-on fait observer aux membres d'un comité parlementaire le mois dernier.

Lors de son témoignage devant le Comité permanent du développement des ressources humaines de la Chambre des communes, David Robinson, directeur général associé (recherche et promotion des intérêts) de l'ACPPU, a déclaré que les propositions visant à encourager les familles à faible revenu à épargner pour les études de leurs enfants constituent la mauvaise réponse au problème de la promotion de l'accès aux études postsecondaires.

« Une approche du financement de l'éducation qui est axée sur l'épargne représente un bon exemple de très mauvais outil de politique sociale », a affirmé M. Robinson devant le comité. « Elle récompense les personnes dont le revenu disponible leur permet d'épargner, au lieu de cibler celles qui sont le plus dans le besoin. »

Les commentaires de M. Robinson ont été formulés alors que le comité commençait ses audiences sur le projet de loi C-5, *Loi canadienne sur l'épargne-études*. Ce texte établirait le Bon d'études canadien et bonifierait les contributions effectuées dans le contexte de la Subvention pour l'épargne-études qui est versée aux familles à faible revenu.

« Nous sommes heureux que le gouvernement reconnaisse que de graves obstacles financiers se dressent devant de plus en plus d'étudiants et leurs familles », a ajouté M. Robinson. « Malheureusement, bien qu'ils reposent sans doute sur de bonnes intentions, les bons d'études et les subventions bonifiées que propose le projet de loi C-5 aideront vraiment très peu les étudiants des familles à faible ou à moyen revenu. »

Un bon d'études de 500 \$ sera versé pour chaque enfant aux familles admissibles à la Prestation nationale pour enfants — en gros, les familles désavantagées du point de vue social dont le revenu est inférieur à 35 000 \$. Une contribution additionnelle de 100 \$ sera versée pendant chaque année qu'un enfant demeure admissible, jusqu'à concurrence de 2 000 \$.

« En supposant un taux de rendement réel de 3,5 %, la valeur totale du bon pourrait se chiffrer à 3 000 \$ en dollars courants lorsque l'enfant atteindra 18 ans », a précisé M. Robinson. « Cette somme ne suffit même pas à couvrir les frais de scolarité d'une année d'études dans la plu-

part des provinces aujourd'hui, et encore moins les frais de subsistance. De plus, les bons n'aident pas les étudiants actuels et éventuels qui ont besoin d'argent maintenant et non dans 18 ans. »

Il a ajouté qu'en outre, la proposition du projet de loi C-5 visant à accroître la proportion du montant versé en contrepartie, dans le contexte de la Subvention canadienne pour l'épargne-études, aux coïsants à faible ou à moyen revenu contribuera peu à accroître l'accès. En vertu du programme actuel, l'État fédéral accorde 20 % de la valeur des sommes investies chaque année dans un régime enregistré d'épargne-études, jusqu'à concurrence de 400 \$.

Le projet de loi C-5 a pour but d'inciter davantage les familles à revenu modeste à épargner en bonifiant le taux de contrepartie à 40 % de la première tranche de 500 \$ investie par les familles à faible revenu et à 30 % du même montant versé par celles à revenu moyen.

« Si les pauvres n'épargnent pas, ce n'est pas faute de motivation ou d'incitation, mais plutôt faute de ressources », a observé M. Robinson. « À l'heure actuelle, les familles qui gagnent moins de 50 000 \$ par an réclament moins de 20 % des sommes demandées au titre de la Subvention canadienne pour l'épargne-études. Ce fait nous révèle sans nul doute qu'il ne s'agit pas du moyen à utiliser pour aider les moins bien nantis. »

Les ressources affectées aux subventions ne sont pas négligeables et pourraient être mieux dépensées autrement, a signalé M. Robinson. À son avis, les 400 millions de dollars consacrés à la Subvention pour l'épargne-études au cours de l'exercice 2003-2004 auraient pu servir à donner un enseignement gratuit à près de 20 % des étudiants d'université dans tout le pays.

« Un meilleur moyen d'aider les étudiants et leurs familles moins fortunés serait de convertir le programme de bons d'études et d'épargne-études en subventions entièrement fondées sur les besoins », a-t-il soutenu. « Cette mesure procurerait des avantages immédiats aux étudiants économiquement désavantagés et aiderait à diminuer le niveau d'endettement des étudiants. »

M. Robinson a également dit au comité qu'il fallait faire davantage pour régler la cause sous-jacente de l'augmentation des frais de scolarité, à savoir les niveaux inadéquats de financement de fonctionnement de base des universités et des collèges. ■

English on page A6.

### Jour de lobbying national

DANS le cadre du Jour de lobbying national organisé par l'ACPPU, plus de soixante membres d'associations de professeurs de partout au Canada se réuniront avec leurs députés le 25 novembre prochain sur la Colline du Parlement.

Les lobbyistes décriront à leurs députés l'impact du sous-financement fédéral sur leurs universités et collèges et recommanderont aux parlementaires d'adopter la loi canadienne sur l'enseignement post-

secondaire — une loi visant à rétablir le financement adéquat du gouvernement fédéral, à établir des lignes directrices en vue de protéger l'enseignement postsecondaire public, la liberté académique et l'accessibilité, et à obliger les gouvernements à rendre des comptes sur la façon dont sont dépensés les fonds fédéraux affectés à l'enseignement postsecondaire. ■

English on page A5.

## A

■ **ACCOUNTING** – University of Lethbridge, Faculty of Management, in Lethbridge, Alberta, Canada, has an opening for a tenure-track position in Accounting commencing July 1, 2005. The position requires individuals who have a PhD or who are ABD. Preference will be given to applicants whose expertise is in Financial Accounting or Auditing. Applicants must have a commitment to effective and innovative teaching, and have demonstrated an ability to conduct scholarly research. The Faculty seeks candidates who are attracted to a position which provides a balance between research and teaching. Salary and benefits are competitive. Faculty of Management. The Faculty of Management values both teaching and research excellence. Class sizes are reasonable, as are teaching loads. Computer, research, and database support are excellent. The Faculty of Management has campuses in Lethbridge, Edmonton and Calgary. The positions advertised here are for the Lethbridge campus. The Faculty of Management consists of approximately 52 faculty members with diverse research interests and approximately 2100 students in a number of undergraduate majors. The Faculty has a research-based MSc program in Management and maintains close ties to the business community through co-op and mentorship programs. Strong international exchange programs are in place for both students and faculty. For more information about the Faculty, visit our website at [www.uleth.ca/man/](http://www.uleth.ca/man/). University of Lethbridge, nestled along the banks of the Oldman River in Alberta's third largest city, the University of Lethbridge, primarily an undergraduate institution, has approximately 7000 students and 37 courses. In our efforts to provide the best possible education to our students, we focus on excellence in teaching and research and have been rated #1 for research activities among institutions of our size in Canada. For more information about The University of Lethbridge, visit our website at [www.uleth.ca/](http://www.uleth.ca/). The City of Lethbridge, The City of Lethbridge, with a population of 70,000 is located three hours north of Great Falls, Montana, and two hours south of Calgary, Alberta. The City's close proximity to Banff National Park, Waterton Lakes National Park and numerous other historical and natural sites when easy driving distance, make the area ideal for cycling, hiking, canoeing, skiing and a wide variety of other activities. High amounts of sunshine through all four seasons of the year are complemented by a safe, secure and friendly environment, making Lethbridge a very pleasant place to live and raise a family. Please direct applications and inquiries to Dr. Tom Nelson, Faculty of Management, University of Lethbridge, 4401 University Ave., Lethbridge, AB, T1K 3M4 Canada, or e-mail: [management@uleth.ca](mailto:management@uleth.ca). The University of Lethbridge is an equal opportunity employer.

■ **ACCOUNTING** – University of Alberta, The Department of Accounting and Management Information Systems at the University of Alberta's School of Business, invites applications for a full-time position in Accounting beginning July 1, 2005. An appointment at the assistant professor position is anticipated, however, appointments at other ranks may be considered. Salary (as per collective agreement plus market supplement) and rank will depend on experience and qualifications. Applicants should have, or be close to completing a PhD in Accounting. The Department of Accounting & MIS and the School of Business expect a strong research contribution and excellent teaching from all faculty members. Preference will be given to applicants with an interest and capability in judgment and decision-making, experimental economics or other "behavioral" work in financial accounting, managerial accounting, auditing or taxation. The position is subject to funding, and the competition will remain open until the position is filled. Send applications and resumes to: Michael Gibbins, Chair, Department of Accounting & MIS, School of Business, University of Alberta, Edmonton, AB, Canada, T6G 2R6, fax: 780-492-3325; email: [michael.gibbins@ualberta.ca](mailto:michael.gibbins@ualberta.ca). All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **AGRICULTURAL & FOOD SCIENCES** – University of Manitoba The University of Manitoba is seeking applications or nominations for a Canada Research Chair [www.chairs.gc.ca](http://www.chairs.gc.ca) established by the Government of Canada to enable Canadian universities to foster world-class research excellence. The University's Strategic Research Plan [http://www.umanitoba.ca/adm/plan\\_research/strategicplan\\_current.pdf](http://www.umanitoba.ca/adm/plan_research/strategicplan_current.pdf) includes a Tier II Chair in the area of Functional Foods and Nutraceuticals. Women are particularly encouraged to apply or to be nominated. Candidates must be established scholars with demonstrated potential for becoming world leaders in their research area. They should have a strong commitment to conducting interdisciplinary research and the ability to develop a stimulating research environment which will attract excellent graduate students. The candidate must possess a PhD and have five to 10 years experience in one of the following disciplines: chemical engineering, biological engineering, food engineering, food science or materials science. Candidates must have a strong publication record and demonstrated ability to attract external funding in support of a successful and active research program. The appointment will be full-time tenure-track at the

rank of Assistant or Associate Professor with limited undergraduate teaching responsibilities. Experience in teaching and mentoring graduate students and postdoctoral fellows is expected. Rank and salary will be commensurate with qualifications and experience. This new position has been created as part of the University of Manitoba's initiative to establish the Richardson Centre for Functional Foods and Nutraceuticals at the University of Manitoba <http://www.umanitoba.ca/rtc/>. The Tier II Chair is expected to conduct fundamental research in support of the development of innovative extraction and processing techniques for food based bio-actives at the lab and pilot scale. The research team, facilitated by the Tier II scientist, will be expected to collaborate closely with the other research teams in the RCFN and with the wider scientific community, particularly at the University of Manitoba. The incumbent will focus his / her research on crops grown in western Canada: grains, oilseeds, pulses and special crops. The Centre will feature well equipped analytical laboratories and a pilot plant. The University provides access to a high performance computational facility. The University of Manitoba is located in Winnipeg, a cosmopolitan city with a population over 650,000. Winnipeg is a culturally diverse community and is known for its variety of summer and winter festivals. The city has all the facilities of a major centre with the atmosphere of a small friendly city. It provides a high quality of life at modest expense and offers access to some of the most beautiful lake country and recreational facilities in North America. The public education system is excellent and a wide variety of private schools are also available. The City of Winnipeg website is [www.winnipeg.mb.ca](http://www.winnipeg.mb.ca). The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Reviews of applications will begin on January 4, 2005 and will continue until the position is filled. All Chairs are subject to renewal and final approval by the CRC Secretariat. Nominations or applications including a curriculum vitae, a two-page, five-year research plan and the names and addresses of three (3) referees should be sent to: The Chair's Office, Faculty of Agriculture and Food Sciences, Room 256, Agriculture Building, University of Manitoba, 631-212, University of Manitoba. Application materials, including letters of reference, will be handled in accordance with the Freedom of Information and Protection of Privacy Act (Manitoba).

■ **ANTHROPOLOGY** – University of Alberta, Department of Anthropology seeks a Sociocultural Anthropologist whose research and teaching focus on understanding the cultural and societal dimensions of modern society and technology with a strong anthropological perspective. The successful candidate will be expected to teach a large introductory course in the Anthropology of Science, Technology, and the Environment, other courses in his or her area of specialization as well as introductory anthropology. She or he will be expected to contribute to both the undergraduate and graduate programmes in Anthropology and to participate in the interdisciplinary programme in Science, Technology and Society which is housed in the Faculty of Arts. This is a tenure track position at the rank of Assistant Professor commencing July 1, 2005. PhD required at time of appointment. We seek a colleague whose research interests complement those of other faculty in the Department (such as medical anthropology, linguistic anthropology, anthropology of religion, the Circumpolar north and past human biology and behaviour), and who will be able to contribute to our continuing development of the fourfold approach to anthropology. Bene for application is December 10, 2004. Applications must include a letter describing areas of teaching and research interest, a curriculum vitae, and samples of publications and evaluations of teaching performance, if available. Letters of recommendation should be submitted by three referees. All materials should be sent to Dr. Raymond LeBlanc, Acting Chair, Department of Anthropology, 1315 Tory Building, University of Alberta, Edmonton, Alberta, T6G 2H4, Canada. Applications to our confidential fax (780) 492-1525 or by e-mail to [anthrop@ualberta.ca](mailto:anthrop@ualberta.ca) are acceptable if followed by hard copy. Information about the Department can be obtained at <http://www.arts.ualberta.ca/anthropology/>. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta is an equal opportunity employer. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **ANTHROPOLOGY** – University of Manitoba, The Department of Anthropology at the University of Manitoba invites applications for a full-time tenure-track appointment at the rank of Assistant Professor commencing July 1, 2005. PhD required at time of appointment. We seek a colleague whose research interests complement those of other faculty in the Department (such as medical anthropology, linguistic anthropology, anthropology of religion, the Circumpolar north and past human biology and behaviour), and who will be able to contribute to our continuing development of the fourfold approach to anthropology. Bene for application is December 10, 2004. Applications must include a letter describing areas of teaching and research interest, a curriculum vitae, and samples of publications and evaluations of teaching performance, if available. Letters of recommendation should be submitted by three referees. All materials should be sent to Dr. Raymond LeBlanc, Acting Chair, Department of Anthropology, 1315 Tory Building, University of Alberta, Edmonton, Alberta, T6G 2H4, Canada. Applications to our confidential fax (780) 492-1525 or by e-mail to [anthrop@ualberta.ca](mailto:anthrop@ualberta.ca) are acceptable if followed by hard copy. Information about the Department can be obtained at <http://www.arts.ualberta.ca/anthropology/>. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta is an equal opportunity employer. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

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carry out an independent research program leading to peer-reviewed publications. Duties will include undergraduate teaching, graduate teaching and supervision, research, and service to the University community. The starting salary will reflect the qualifications and experience of the chosen candidate, but this is an entry-level position. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples and persons with disabilities. All qualified persons are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. A letter of application, curriculum vitae, and three letters of reference (received directly from the applicant's referees) should be sent to Dr. Brian Schwimmer, Head, Department of Anthropology, University of Manitoba, Winnipeg R3T 2N2. The deadline for receipt of applications is December 15, 2004. Further information concerning the Department and the University may be obtained from <http://www.umanitoba.ca/faculties/arts/anthropology/> or by email from [um-anthro@cc.umanitoba.ca](mailto:um-anthro@cc.umanitoba.ca). Application materials, including letters of reference, will be handled in accordance with the Freedom of Information and Protection of Privacy Act (Manitoba).

■ **APPLIED MATHEMATICS** – University of Waterloo, The Department of Applied Mathematics, University of Waterloo, invites applications for a tenure-track faculty position in the area of mathematical medicine, to begin on or after July 1, 2005. Appointment at the Assistant Professor level is preferred, but extraordinarily strong candidates would be considered for a more senior position. Salary will be commensurate with experience and research record. Current research in this area includes projects being carried out in collaboration with medical practitioners at Princess Margaret Hospital and the Hospital for Sick Children, which focus on the development of mechanical models that accurately describe a variety of diseases and clinical conditions. Candidates should exhibit potential for outstanding research, and should have a strong mathematical background. We are looking for applicants with enthusiasm for teaching at both the undergraduate and graduate level. Applicants should send a curriculum vitae (including a statement of research interests and teaching philosophy) and the names and addresses of at least three referees to: J. Weinmayer, Chair, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 (reference letters should not be sent at this stage). Screening of ap-

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■ **APPLIED MATHEMATICS** – University of Waterloo, The Department of Applied Mathematics, University of Waterloo, invites applications for a tenure-track faculty position in the area of control theory, to begin on or after July 1, 2005. The position is at the Assistant Professor level and salary will be commensurate with experience and research record. Current research in this area includes projects being carried out in collaboration with medical practitioners at Princess Margaret Hospital and the Hospital for Sick Children, which focus on the development of mechanical models that accurately describe a variety of diseases and clinical conditions. Candidates should exhibit potential for outstanding research, and should have a strong mathematical background. We are looking for applicants with enthusiasm for teaching at both the undergraduate and graduate level. Applicants should send a curriculum vitae (including a statement of research interests and teaching philosophy) and the names and addresses of at least three referees to: J. Weinmayer, Chair, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 (reference letters should not be sent at this stage). Screening of ap-

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## Coordinator Biomedical Engineering Program

McMaster University and its Department of Electrical and Computer Engineering have embarked on a major initiative to develop a strong biomedical engineering program both at the undergraduate and graduate level. This program will link the existing strength in electrical and computer engineering with biomedical research in medical imaging, medical robotics, telemedicine, signal processing as well as the health sciences. Biomedical engineering bridges the historical separation between the biological and medical sciences and the engineering and physical sciences, thereby spanning interdisciplinary boundaries. Our goal is to attract top notch undergraduate and graduate students, and to educate a new generation of engineers and prepare them for the health care profession and industry. In order to facilitate this, we are seeking a coordinator of the BEng/ME Program at a Senior Associate Professor rank for a tenured or tenure-track position, who will help lead and develop this new biomedical initiative at McMaster.

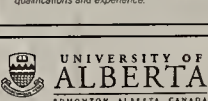
Qualified candidates will have strong communication skills and will be able to impart their knowledge and expertise to both undergraduate and graduate students. Familiarity with McMaster and the planned Biomedical Engineering School as well as demonstrated experience in biomedical signal processing and biomedical instrumentation will be definite assets.

Further information on the department is available from <http://www.ecs.mcmaster.ca>

Applications should be sent to the address below, and will be accepted until this position has been filled. Please ensure all applications are complete with a curriculum vitae and the names of three references.

**Search Committee**  
(Biomedical Engineering Coordinator)  
Department of Electrical and Computer Engineering  
McMaster University  
1280 Main Street West  
Hamilton, Ontario, Canada L8S 4L7  
Telephone: 905-525-9140, ext. 24826  
Fax: 905-521-2922  
E-mail: [wood@mcmaster.ca](mailto:wood@mcmaster.ca)

All other qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. McMaster is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Salary is commensurate with qualifications and experience.



## Senior Associate or Full Professor/Executive Director (PRL)

Department of Sociology – Edmonton, Alberta, Canada

The Department of Sociology invites applications for a tenure track position at the Senior Associate or Full Professor level for the position of Executive Director of the Department's Population Research Laboratory (PRL), commencing July 1, 2005. The benefits package is comprehensive. PhD is required. The Population Research Laboratory is the largest university-based survey and demographic research facility in western Canada. The mission of the PRL is to facilitate the teaching, research and service goals of the Department of Sociology, the Faculty of Arts, and the larger University community. The PRL was established in 1966 and is a centre for social science research at the University of Alberta. Clients of the PRL have included academic researchers, government departments and agencies, regional health authorities, professional associations and non-profit organizations.

The Executive Director will be expected to

develop an independent research program, actively seek research grants and contracts, coordinate faculty research efforts, develop a strategic vision and provide administrative leadership to the PRL. The successful candidate will have demonstrated success in obtaining grants, publishing in the social sciences and should exhibit a commitment to interdisciplinary research.

Applicants should submit a letter of intent, curriculum vitae, and arrange for three confidential letters of reference to:

**Dr. R. A. Syde, Professor and Chair**  
Department of Sociology  
University of Alberta  
Edmonton, Alberta, Canada T6G 2H4  
Fax: (780) 492-7196

Deadline: December 15, 2004

For additional information, Sociology website is at [www.arts.ualberta.ca/socweb/](http://www.arts.ualberta.ca/socweb/)

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **APPLIED MATHEMATICS** – University of Waterloo, The Department of Applied Mathematics, University of Waterloo, invites applications for a tenure-track faculty position in the area of control theory, to begin on or after July 1, 2005. The position is at the Assistant Professor level and salary will be commensurate with experience and research record. Current research in this area includes projects being carried out in collaboration with medical practitioners at Princess Margaret Hospital and the Hospital for Sick Children, which focus on the development of mechanical models that accurately describe a variety of diseases and clinical conditions. Candidates should exhibit potential for outstanding research, and should have a strong mathematical background. We are looking for applicants with enthusiasm for teaching at both the undergraduate and graduate level. Applicants should send a curriculum vitae (including a statement of research interests and teaching philosophy) and the names and addresses of at least three referees to: J. Weinmayer, Chair, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 (reference letters should not be sent at this stage). Screening of ap-

plications will begin on December 15, 2004, and the final deadline for receiving applications is January 15, 2005. Applications received after this date will be considered only if the position has not been filled. The Department of Applied Mathematics, together with the Departments of Combinatorics & Optimization, Pure Mathematics, Statistics & Actuarial Science and the School of Computer Science, form the Faculty of Mathematics, which is a major centre for research in the mathematical sciences. There are also close collaborations with the Faculties of Engineering and Science in the University. Further information about the Department may be obtained from our webpage at [www.math.uwaterloo.ca/AM\\_Oap/index.html](http://www.math.uwaterloo.ca/AM_Oap/index.html). The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

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## CARRIÈRES

sujets: informatique biologique, génomique, protéomique, biomécanique, biologie structurale, recherche sur les accidents cardiovasculaires et les maladies neurodégénératives, analyse, météorologie et géomorphologie. Pour poser votre candidature, veuillez soumettre votre curriculum vitae, une énoncé de vos intérêts et de vos recherches, ainsi que le nom et l'adresse de trois références à l'Université d'Ottawa, 451, chemin Smyth, Ottawa (Ontario) K1H 8M5, Canada. Courriel: [vsybil@uottawa.ca](mailto:vsybil@uottawa.ca). Nous recherchons d'avance toutes les personnes qui possèdent leur candidature. Cependant, nous communiquons uniquement avec celles qui nous convoquent en entrevue. Toutes les personnes qualifiées sont invitées à poser leur candidature; toutefois, la priorité sera donnée aux personnes ayant la citoyenneté canadienne ou la résidence permanente. De plus, l'Université d'Ottawa a une politique d'équité en matière d'emploi, et nous encourageons fortement les femmes, les autochtones, les membres de minorités visibles et les personnes atteintes d'un handicap à postuler.

■ **BIOLOGICAL PHYSICS** – University of Waterloo. The Department of Physics wishes to expand its strength in biological physics. We invite applications for two tenure-track positions, as well as for a postdoctoral fellow. Search Chair in this area (<http://www.chairs.gc.ca/>). The emphasis is on innovative computational approaches to study biological systems, which may be carried out in conjunction with experimental and/or theoretical approaches. Appointments of promising candidates may be made at the Assistant Professor level, but applications to higher ranks will be considered as well. Applicants are to submit a curriculum vitae and a letter of appointment to the Department in the Faculty of Science of Medicine is possible. The Department is building its interdisciplinary strength in areas such as, but not limited to, biological modeling and computation, neurophysiology, computational biology, cellular interactions, genomics, proteomics, molecular biology and the physics of complex biological networks. The individuals will be part of a growing network of interdisciplinary researchers studying biological dynamics and computation within the Faculty of Science, and as well as in the Faculty of Medicine, the affiliated Ottawa Health Research Institute and the Ottawa Institute of Systems Biology. More information on the Department can be obtained at <http://www.physics.uwaterloo.ca/physeng/welcome.html>. Apart from carrying out a vigorous research program, successful candidates are expected to contribute to undergraduate and graduate teaching and administrative duties in the department. These duties are significantly reduced for the first two years of appointment, and eliminated for two years for Canada Research Chairs. As a Department of National Health Research, we are a vibrant and attractive city with a high standard of living, and well served for national and international travel. For more information, see <http://www.physics.uwaterloo.ca/physeng/welcome.html>. According to government policy, all qualified candidates are invited to apply. The position will be given to Canadian citizens and permanent residents. The University of Waterloo is an equal opportunity employer. We strongly encourage applications from women, Aboriginal people, persons with disabilities and members of visible minorities. As the University of Waterloo is a bilingual institution, bilingualism is an asset. Applicants are requested to send a curriculum vitae, a list of references and a letter of appointment to the Department of Physics, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1. The closing date for applications is November 15, 2004. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **BIOLOGY** – University of New Brunswick. The Department of Biology at the University of New Brunswick in Saint John is seeking a full-time tenure-track position at the instructor level, beginning January 1, 2005. This position is subject to a full budgetary approval. Candidates should have an MSc or PhD degree in Biology and previous university teaching experience. Duties include teaching undergraduate courses and laboratory instruction. Experience in any of the following areas will be considered as an asset: primarily in biochemistry, cell, molecular biology and genetics; secondarily in experimental biology, physiology, animal behaviour, and vertebrate biology. Additionally, candidates will take on the duties and title of "Director of Undergraduate Studies" and will be expected to coordinate the undergraduate program for 131 year students; maintain the Department's advising sheets for distribution to all qualified students; and be responsible for either BIOT 3140 (Independent Studies), BIOT 4090 (Honours), or declare a Major in Biology. Successful candidates will be required to have the Faculty Curriculum Committee and Registrar's Office regarding course and regular sheets to the Registrar's Office (with the assistance of the Biology Office, as required); assess and transfer credits; assessing transcripts for prize awards; assessing transcripts for all graduating students to ensure that their degree/certificate curriculum change is complete; and be responsible for the duties as may be required as they relate to undergraduate advising and courses. Applications, including a curriculum vitae and the names and addresses of three referees (including e-mail address and telephone number) should be forwarded to Dr. Thierry Chopin, Chair, Department of Biology, University of New Brunswick, P.O. Box 5050, Saint John, NB E2L 4A6. Fax: (506) 548-5811. Review of applications will begin November 2004. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity. ■ **BIOLOGY** – Carleton University. Applications are invited for three tenure-track positions at the rank of Assistant Professor and the position at the rank of Instructor in the Department of Biology at Carleton University, to commence July 1, 2005. The Assistant Professor positions are in (1) animal physiology, (2) plant molecular biology, and (3) cell developmental biology. One of the above will be a joint Biology and Biochemistry appointment. The permanent instructor position is in Ecology. Each successful candidate will have a close link in teaching with the Department of Biology. Successful candidates will possess a PhD degree, demonstrated ability in the appropriate sub-disciplines, and a strong commitment to excellence in teaching. The successful candidates will be expected to develop strong, externally-funded research programs, supervise students, and develop and teach undergraduate and graduate courses. Excellent opportunities exist in the Ottawa region for collaborative work with government laboratories in agriculture, health, environment, wildlife biology, and biotechnology, among others. In addition, the Department has close links in teaching with the Department of Biology, University of Ottawa. The successful candidate for the Instructor position will possess a PhD degree, a strong commitment to excellence in teaching at the undergraduate level, and demonstrated ability in the appropriate sub-discipline and will be expected to develop and teach undergraduate courses. Opportunities also exist to supervise honours thesis students. These positions are subject to final budgetary approval. Applicants should clearly identify in a cover letter which of the above positions they are applying for. Applicants should send curriculum vitae, statements of research and teaching interests, and the names of three referees to: Mary Stock, College of Natural Sciences, Carleton University, 125 Colonel By Drive, Ottawa, ON K1S 5B6, Canada. E-mail: [mary.stock@carleton.ca](mailto:mary.stock@carleton.ca). For further details see <http://www.carleton.ca/canadapositions> or <http://www.carleton.ca/biology>. The application deadline is December 15, 2004. All qualified

candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

■ **BIOSTATISTICS** – University of Waterloo. Applications are invited for the position of postdoctoral fellow in biostatistics to be held in the Department of Statistics and Applied Science at the University of Waterloo. This fellowship is aimed at supporting the development of statistical methodology and software for the analysis of event history data. Event history data is the term used to describe information on the nature and timing of events occurring over the lifetimes of individuals or units. These data can arise from observing complex processes in settings such as medicine, manufacturing, sociology, demography, epidemiology, and public health. The topics of problems motivating the research in this position occur in clinical and population health research. There will be contact and collaboration with health researchers in hospitals and other health research organizations, as well as the pharmaceutical industry.

Specific areas of research include the analysis of recurrent events, multistate models, survival analysis, and stochastic processes. Faculty in the department with interests in biostatistics include: Dr. Alvin Kohn, Dr. F. J. Lawless, Dr. Matthews, Dr. O'Hara, Dr. Peng, Dr. S. G. Struthers, Dr. Thompson, and Dr. Y. Yang, among others. Candidates must possess a recent PhD in Statistics or Biostatistics and have a strong background in survival analysis, stochastic processes, statistical inference, and statistical/scientific computing. An interest in teaching and good communication skills would be an asset. The initial appointment will be for one year, with the possibility of renewal for a second year. The deadline for applications is February 28, 2005, but the position may be filled earlier than that date. Interested persons are encouraged to send a curriculum vitae and have three letters of reference sent to: Dr. F. J. Lawless, Chair, Department of Statistics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **BUILDING, CIVIL & ENVIRONMENTAL ENGINEERING** – Concordia University. The Department of Building, Civil and Environmental Engineering invites applications for a tenure-track faculty position in Civil Sustainable Infrastructure Systems with specialization in Transportation Engineering at the rank of Assistant Professor. Applicants must possess a PhD in Civil Engineering or in equivalent disciplines and have interest in pursuing leading edge research in one or more of the following areas: It applications in civil infrastructure systems including spatial technologies such as GIS, GPS, telematics, asset management, automated condition assessment and rehabilitation of transportation infrastructure, transportation maintenance and operation and traffic safety. The candidate is expected to develop a strong externally-funded research program. A strong commitment to the supervision of MSc and PhD students and to excellence in teaching at both the graduate and undergraduate levels and incorporating computer applications is also expected. Knowledge of French is an asset. Membership or eligibility for membership in a Canadian professional engineering association is required. The appointment will be

made effective June 1st, 2005. Applicants should send a curriculum vitae, a statement concerning teaching and research interests and the names of at least three referees to: Dr. Sabah Alkass, Professor and Chair, Department of Building, Civil and Environmental Engineering, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada, H3M 1M6. Applications will be accepted until the position is filled. Further information about Concordia University and the Department of Building, Civil and Environmental Engineering can be found at <http://www.concordia.ca>. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

■ **BUILDING, CIVIL & ENVIRONMENTAL ENGINEERING** – Concordia University. The Department of Building, Civil and Environmental Engineering invites applications for a tenure-track faculty position in the area of Geo-Environmental Engineering at the rank of Assistant Professor. Applicants must possess a PhD or equivalent in Civil or Environmental Engineering and have interest in pursuing leading edge research in one or more of the following areas: chemical, physical and biological processes in geo-environmental systems, site assessment, contamination fate and transport, soil and groundwater remediation and/or com-

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**Memorial**  
University of Newfoundland

## FELLOW IN INTERNATIONAL BUSINESS Faculty of Business Administration

The Faculty of Business Administration at Memorial University is establishing the position of Fellow in International Business with the support of the Atlantic Canada Opportunities Agency. The Fellow's primary role is to lead the internationalization efforts of the Faculty in the area of curricula enhancement and to support our outreach centers.

The Fellowship will focus on enhancing curricula in three primary areas: international trade, exporting and investment. In addition, the Fellow will be expected to teach international business courses, assist faculty to integrate international perspectives throughout the curricula, collaborate with internal and external organization to develop outreach programs, and serve as an additional resource to local organizations.

The Fellow will co-locate with the Centre for International Business Studies and the Vector Aerospace Chair in Irish Business Studies to form an international cluster within the Faculty.

The successful applicant will be a leader with a proven record of research and teaching, evidence of collaborative work, and experience working with private and public sector organizations in the areas of international trade, exporting and/or investment. A PhD is considered essential, as this will be a tenure track appointment at an academic rank commensurate with qualifications and experience.

Memorial University is the largest university in Atlantic Canada, offering diverse graduate and undergraduate programs to some 17,000 students. Memorial provides a stimulating environment for learning in St. John's, a safe, friendly city with great historic charm, a vibrant cultural life and easy access to a range of outdoor activities. The Faculty of Business Administration has AACSB International Accreditation. For additional information about our Faculty, visit [www.business.mun.ca](http://www.business.mun.ca).

Applications accompanied by curriculum vitae and the names of three referees should be e-mailed to Dr. Gary Gorman at [dgorman@mun.ca](mailto:dgorman@mun.ca). Applications will be reviewed commencing November 1; however, application will be accepted until the position is filled. For further information please call (709) 737-8851 or e-mail [ggorman@mun.ca](mailto:ggorman@mun.ca).

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people, and persons with disabilities. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.



## Dean, Faculty of Engineering Dalhousie University

Dalhousie University invites applications and nominations for the position of Dean of the Faculty of Engineering, with the appointment commencing July 1, 2005.

The University, with about 15,800 students and 11 faculties, is one of Canada's top research and teaching universities. It is located in Halifax, which is the largest city in Atlantic Canada and affords its citizens outstanding quality of life.

The Faculty of Engineering offers B. Eng., B.A.Sc., M.Eng., M.A.Sc., M.Sc., and Ph.D. degrees, and offers graduate and undergraduate programs in: Biological Engineering, Biomedical Engineering, Chemical Engineering, Civil Engineering, Electrical and Computer Engineering, Engineering Mathematics, Food Science and Technology, Industrial Engineering, Mechanical Engineering, and Mining and Metallurgical Engineering. The Faculty has well established co-op programs and houses six research centres. The Faculty is a partner with six Associated Universities in the delivery of undergraduate engineering education. More information about the Faculty of Engineering can be obtained at [www.engineering.dal.ca](http://www.engineering.dal.ca).

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All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women. Please respond in confidence with an appropriate covering letter and curriculum vitae, or submit nominations to:

Janet Wright & Associates Inc.  
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Fax: 416-923-8311  
[dalengineering@jwsearch.com](mailto:dalengineering@jwsearch.com)



## CAREERS CAREERES

and Environmental Engineering, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada, H3G 1M6. Applications will be accepted until the position is filled. Further information about the University and the Department can be found at the <http://www.concordia.ca>. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Concordia University is committed to employment equity.

■ **BUSINESS** — McMaster University, The Michael G. DeGroote School of Business invites applications for a tenure-track position in International Business in the Marketing, Business Policy and International Business Area, at the Assistant Professor level starting July 1, 2005, in addition to International Business. The successful candidate will have experience in International Marketing. Candidates with a background in Strategy/Policy will also be considered. If their research has a truly international business orientation. The candidate should hold or be close to completing a Ph.D., and have demonstrated high quality teaching and research experience. Duties include research and teaching undergraduate and graduate students. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should include a curriculum vitae and the names and contact information of three referees.

Send applications and all supporting documentation to: R. R. Bates, Dean, Michael G. DeGroote School of Business, McMaster University, 1280 Main St. W., Hamilton, ON L8S 4M4. E-mail: [bates@mcmaster.ca](mailto:bates@mcmaster.ca). Fax: (905) 526-0652. All qualified candidates are encouraged to apply; however, Canadian and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications will be considered until the position is filled.

■ **BUSINESS** — University of Guelph, The College Professor, Economics and Business Management position, Kemptville College (located near Ottawa), will be responsible for teaching at the diploma and certificate level within the diploma programs at Kemptville. This will involve the preparation and delivery of lectures, set-up and operation of labs, assessing and evaluating student performance, and supervising, primarily in the Agricultural Diploma. The position will also be responsible for the development and delivery of an applied research and extension program in economics, business management or agricultural

policy with an emphasis on promoting the efficient use of human resources and financial capital within the livestock sector and the economic impacts of alternative crop inputs, animal production and waste management strategies. In the livestock sector, the successful candidate will be involved in a number of College, University and external education and research committees as required and assigned. Candidates must possess a PhD in economics, business management or related field, with at least one (1) year post graduate experience and be eligible for membership in the Ontario Institute of Agriculturalists; ability to motivate and develop a positive working environment with staff and students; excellent knowledge of research techniques; proven oral and written skills. Appointment will be encouraged to apply for faculty status and membership of the appropriate Guelph-based program. Normal Hiring Range: \$43,846-\$54,266 per annum. All applications must be received by December 1, 2004 in Human Resources, University of Guelph, Guelph, Ontario N1G 2W1. Fax: (519) 763-2780. We thank all applicants for their interest but wish to advise that only those selected for an interview will be contacted. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes and promotes the recruitment and diversity among its faculty and staff. We therefore particularly encourage applications from persons with disabilities, members of visible minorities and women.

■ **WILFRID LAUREL UNIVERSITY** The Department of Business at Wilfrid Laurier University invites applications for a tenure-track position at the Assistant Professor level. The successful candidate will be expected to teach at the undergraduate and graduate levels and to establish a vigorous research program. The expected starting date is September 1, 2005. For more information about the Department, visit our web site at <http://www.mcgill.ca/chemistry/>. Review of applications will begin December 1, 2004. Candidates should send (not by email) a curriculum vitae, a research proposal (including details of necessary start-up), a teaching statement, and arrange to have at least three letters of recommendation sent to: Search Committee (External), Department of Chemistry, McGill University, 801 Sherbrooke St. West, Montreal, Quebec, Canada H3A 2K6. In accordance with the Canadian employment and immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. However, applications from all outstanding candidates will be considered. McGill University is committed to employment equity.

■ **BUSINESS ADMINISTRATION** — Algoma University College, The Department of Business Administration at Algoma University College invites applications for a tenure-track or term appointment as the Assistant Professor level, commencing July 1, 2005. The position requires the ability to teach in two or more of the following areas: Accounting, Management, Financial Accounting, Managerial Accounting, Corporate Finance, Human Resources, Marketing, e-business or International Business, and General Management. Preference will be given to candidates with PhD (or near completion), professional designations and teaching research and course development experience span over two or more of the above areas. Demonstrated high quality undergraduate teaching experience is highly valued. Interested candidates should forward a letter of application, a curriculum vitae, sample publications, a statement of their teaching philosophy, three letters of recommendation from professional referees, subject to budget, to: Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, Ontario, P6A 2E4. E-mail: [dean@uac.ca](mailto:dean@uac.ca) or by telephone at (705) 938-2100 ext. 2100. The university web site ([www.uac.ca](http://www.uac.ca)) offers a good introduction to the university. The successful candidate will be expected to teach in Sault Ste. Marie, Ontario, at the heart of the Great Lakes on the Canada-US border. All qualified persons are encouraged to apply; however, Canadian and permanent residents will be given priority. Algoma U. is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, Aboriginal people and persons with disabilities. The position is subject to budgetary approval.

In accordance with the Canadian employment and immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. However, applications from all outstanding candidates will be considered. McGill University is committed to employment equity.

■ **WILFRID LAUREL UNIVERSITY** The Department of Chemistry invites applications for a tenure-track position at the Assistant Professor level. The successful candidate will be expected to teach at the undergraduate and graduate levels and to establish a vigorous research program. The expected starting date is September 1, 2005. For more information about the Department, visit our web site at <http://www.mcgill.ca/chemistry/>. Review of applications will begin December 1, 2004. Candidates should send (not by email) a curriculum vitae, a research proposal (including details of necessary start-up), a teaching statement, and arrange to have at least three letters of recommendation sent to: Search Committee (External), Department of Chemistry, McGill University, 801 Sherbrooke St. West, Montreal, Quebec, Canada H3A 2K6. In accordance with the Canadian employment and immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. However, applications from all outstanding candidates will be considered. McGill University is committed to employment equity.

■ **CIVIL ENGINEERING** — University of Waterloo, The Department of Chemical Engineering at the University of Waterloo invites applications for a tenure-track position at the level of Assistant Professor. The successful candidate will be expected to teach at the undergraduate and graduate levels and to establish a vigorous research program. The expected starting date is September 1, 2005. For more information about the Department, visit our web site at <http://www.mcgill.ca/chemistry/>. Review of applications will begin December 1, 2004. Candidates should send (not by email) a curriculum vitae, a research proposal (including details of necessary start-up), a teaching statement, and arrange to have at least three letters of recommendation sent to: Search Committee (External), Department of Chemistry, McGill University, 801 Sherbrooke St. West, Montreal, Quebec, Canada H3A 2K6. In accordance with the Canadian employment and immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. However, applications from all outstanding candidates will be considered. McGill University is committed to employment equity.

■ **CIVIL ENGINEERING** — University of New Brunswick, The Department of Civil Engineering at the University of New Brunswick invites applications for a tenure-track position at the level of Assistant Professor. The successful candidate will be expected to teach at the undergraduate and graduate levels and to establish a vigorous research program. The expected starting date is September 1, 2005. For more information about the Department, visit our web site at <http://www.mcgill.ca/chemistry/>. Review of applications will begin December 1, 2004. Candidates should send (not by email) a curriculum vitae, a research proposal (including details of necessary start-up), a teaching statement, and arrange to have at least three letters of recommendation sent to: Search Committee (External), Department of Chemistry, McGill University, 801 Sherbrooke St. West, Montreal, Quebec, Canada H3A 2K6. In accordance with the Canadian employment and immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. However, applications from all outstanding candidates will be considered. McGill University is committed to employment equity.

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ment or other bachelor, master's and doctoral degrees in both civil engineering and environmental engineering. The environmental engineering program includes: water and wastewater management, water and wastewater treatment, hydrogeology, and the fate of substances contaminants, and other environmental assessment.

Faculty members teaching in the environmental engineering program have a range of backgrounds and are qualified in civil, environmental, and water resources engineering, as well as biology. Candidates from all backgrounds are encouraged to apply, subject to the eligibility requirements for registration as a Professional Engineer. The Department is seeking an individual with research interests that will complement and integrate the elements of our programs and research activities towards the attainment of environmental sustainability. The dominant role currently played by non-renewable energy supplies is probably the single most important indicator of unsustainable practices in our modern society. It would therefore be desirable for a new faculty member to focus on energy resource and utilization issues in the context of environmental sustainability. The Department is seeking an individual with a research interest in the field of environmental engineering, and a research interest in the field of environmental engineering, and a research interest in the field of environmental engineering.

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[www.yorku.ca](http://www.yorku.ca)

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

## Anne and Max Tanenbaum Chair in Entrepreneurship & Family Enterprise

York's Schulich School of Business, in Toronto, Canada, is seeking an outstanding scholar in entrepreneurship and family enterprise for the Anne and Max Tanenbaum Chair, effective July 1, 2005 or January 1, 2006, subject to budgetary approval.

Preferred candidates will be at the full Professor level (candidates at the Senior Associate level are also encouraged to apply), and have a track record of research in the field of entrepreneurship and an ongoing program of research on subjects relevant to the founding or management of growing businesses, including family enterprise behaviour/management. You will be expected to provide leadership in teaching and research in the area of entrepreneurship and family enterprise, hold a PhD degree, and have a strong disciplinary background, ideally in strategy or marketing.

Applicants should send a curriculum vitae, samples of research papers, information regarding teaching experience, and names and addresses of three referees, by November 30, 2004, to: Professor Christine Oliver, Chair, Anne and Max Tanenbaum Search Committee, Schulich School of Business, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. E-mail: [oliver@schulich.yorku.ca](mailto:oliver@schulich.yorku.ca)

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at [www.yorku.ca/aadp](http://www.yorku.ca/aadp) or a copy can be obtained by calling the affirmative action office at 416.736.5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.



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Full posting available at [www.uccb.ns.ca](http://www.uccb.ns.ca)

Dean of Science

Human Resources Department  
Tel: (902) 563-1158  
Fax: (902) 563-1458  
E-mail: [humanresources@ns.alintanz.ca](mailto:humanresources@ns.alintanz.ca)  
Web site: [www.uccb.ca](http://www.uccb.ca)

The University College of Cape Breton invites applications and nominations for the position of the Dean of Science.

UCCB supports more than 3300 learners and their communities to achieve educational, cultural and economic success. With tailored learning outcomes, responsive programming, accessible faculty, and research and work opportunities, UCCB takes a truly innovative approach to the delivery of post secondary education in Canada.

The Dean of Science reports directly to the Vice-President (Academic), providing leadership and promoting the interest of the School of Science and Technology both within UCCB and in the broader scientific community. The Dean will work cooperatively with the Associate Vice-President of Development to facilitate the transfer of innovation knowledge from the University College to the community for the purposes of economic diversification and commercialization.

The successful candidate will have distinguished academic credentials as an educator and scholar with appropriate administrative experience to be able to foster excellence in teaching and research; strong interpersonal skills to be an effective leader and a capacity to interact positively with specialists in units other than his/her own; a flexible and open style of administration that encourages communication and consensual problem-solving, balanced with the ability to make timely and reasonable decisions; and a commitment of joining higher education with community, economic, social and cultural development activity (pursuits for which UCCB is recognized internationally as a leader).

Consideration of applications will begin in January 2005 for an initial appointment to be made July 1, 2005. Applications including a brief statement of interest and a complete curriculum vitae should be sent in confidence to the Dean of Science Selection Committee, c/o Director of Human Resources.

UCCB is an equal opportunities/affirmative action employer. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. UCCB encourages applications from qualified Aboriginal People, African Canadians or other persons from a visible minority group, persons with disabilities and women.



## CAREERS CARRIÈRES

sidered if they display exceptional promise. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Interested candidates should send a letter of application and a curriculum vitae to: Jeremiah Hurley, Associate Chair, Department of Economics, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada, L8S 4M4, telephone: (905) 526-9140 x24593, fax: (905) 521-8232, electronic mail: hurley@mcmaster.ca. The Department will contact referees directly for supporting letters. Candidates should submit the names of three potential referees for the Department's consideration. The Department will begin reviewing applications in November 2004.

■ **ECONOMICS – University of Manitoba.** The Department of Economics at the University of Manitoba invites applications for a full-time tenure-track appointment at the rank of Assistant Professor in the area of Applied Economics. This appointment would be effective July 1, 2005. The successful candidate will hold a PhD in Economics and be an active researcher. The successful candidate will be appointed at the rank of Assistant Professor. The successful candidate who is scheduled to complete their doctoral dissertation shortly after July 1, 2005 will be initially offered a term appointment at the rank of Lecturer until their PhD is completed. The rank and salary will be commensurate with the qualifications and experience of the chosen candidate, but this is an entry-level position. Responsibilities will include undergraduate and graduate teaching and examination in the core components of the departmental curriculum, academic supervision, a productive research program, and service-related activities. The University of Manitoba promotes a diverse and inclusive environment. We encourage applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Applications for this position should include a letter of application and a curriculum vitae. As well, three confidential letters of reference must be received directly

from the applicant's referees. Candidates should also include a sample of scholarly writing and evidence of effective teaching, such as teaching evaluations and sample course outlines. Applications and letters of reference should be sent to: Professor George Chuchman, Acting Head, Department of Economics, 501 Fletcher Avenue Building, University of Manitoba, Winnipeg, MB, R3T 5V6, Canada, Tel: (204) 474-9274, Fax: (204) 474-7681. The deadline for receipt of applications is December 1, 2004. Further information concerning the Department and the University may be obtained from <http://www.umanitoba.ca/faculty/art/economics> or by emailing your questions to [chuchman@umanitoba.ca](mailto:chuchman@umanitoba.ca). Application materials, including letters of reference, will be handled in accordance with the Freedom of Information and Protection of Privacy Act (Mantoba).

■ **ECONOMICS – University of Waterloo.** The Department of Economics at the University of Waterloo seeks to fill one or more tenure-track positions, rank open. At the assistant professor level, consideration will be given to applicants with a PhD and who have demonstrated excellent teaching skills. Candidates for senior positions must have demonstrated excellence in both teaching and research. While all areas of economics will be considered, the department is especially interested in appointing someone in the following fields: econometrics, resource economics, industrial organization, and the economics of technology. Since the Department offers an applied co-op program at both the graduate and undergraduate level, strong applied skills would be an asset. The successful candidate(s) will teach at both the graduate and undergraduate level, and be expected to develop an independent research program. Excellence in research and teaching are primary criteria for the position. The start date will be September 1, 2005. Salary will be commensurate with experience and qualifications. All qualified applicants are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Waterloo promotes a diverse and inclusive environment. We encourage applications from qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. You are invited to apply. Applications for this position should include a letter of application, a curriculum vitae, three letters of reference, and a sample research paper to: Dr. James A. Brox, Chair, Department of Economics, Uni-

versity of Waterloo, 200 University Avenue West, Waterloo, Ontario N2L 2G1. Deadline for applications is January 15, 2005.

■ **ECONOMICS – University of Winnipeg.** The Department of Economics at the University of Winnipeg, invites applications for one probationary tenure track appointment at the rank of Assistant Professor, subject to budgetary approval. This appointment is effective July 1, 2005. Salary is commensurate with qualifications and experience. Applicants should have a PhD and complete or very near completion. The successful candidate must have a strong commitment to undergraduate teaching and to research. Preferred fields of specialization are Environmental, Resource, International or Monetary Economics. However, all qualified candidates are encouraged to apply. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, Aboriginal persons and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is initially directed to interested candidates should send curriculum vitae, including three letters of reference and a sample of research by December 1, 2004 to: Professor Michael Benaroch, Chair, Department of Economics, The University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2P9, Fax: 204-774-1334, phone: 204-766-9268 or email: [m.benaroch@uwinnipeg.ca](mailto:m.benaroch@uwinnipeg.ca).

■ **ECONOMICS – University of Calgary.** The Department of Economics at the University of Calgary invites applications for a full-time tenure track position in the field of macroeconomics. The successful candidate will be expected to teach at both the graduate and undergraduate levels, and to take advantage of collaborative research opportunities provided by the Institute for Advanced Policy Research and the Institute for Sustainable Energy, Environment and Economy (<http://www.iseee.ca>). The successful candidate is expected to have a PhD in Economics by November 30, 2004. Applicants must have or expect to complete by July 2005 a PhD in Economics. Applications should include a curriculum vitae, sample of recent research, evidence of teaching effectiveness, and names of three referees. Applicants should include whether they are attending the ASSA meetings in Vancouver and should be submitted by fax to meet the deadline but the original application must also be forwarded by mail to: Elizabeth Wilman, Department Head, Department of Economics, University of Calgary, Calgary, Alberta,

Canada, T2N 1N4, Fax: (403) 282-5262. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Calgary respects, appreciates and encourages diversity. To see all University of Calgary academic positions, please visit [www.ucalgary.ca/hr/careers](http://www.ucalgary.ca/hr/careers).

■ **ECONOMICS – University of Calgary.** The Department of Economics (http://econ.ucalgary.ca/) at the University of Calgary invites applications for the Canadian Defence and Foreign Affairs Institute Chair in Defence Economics: a full-time tenure track position at the rank of Assistant Professor. In the Department of Economics with a joint courtesy appointment in the Centre for Military and Strategic Studies (<http://www.stratnet.ucalgary.ca/>), effective July 1, 2005. The successful candidate's research will focus on Canadian defence and foreign affairs. Applications must be received by November 30, 2004. Applicants must have or expect to complete by July 2005 a PhD in Economics. Applications should include a covering letter, curriculum vitae, sample of recent research, evidence of teaching effectiveness, and names of three referees. Applicants should include whether they are attending the ASSA meetings in Vancouver and should be submitted by fax to meet the deadline but the original application must also be forwarded by mail (no e-mails) to: Dr. Elizabeth Wilman, Department Head, Department of Economics, University of Calgary, Calgary, Alberta, Canada T2N 1N4, Fax: (403) 282-5262. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Calgary respects, appreciates and encourages diversity. To see all University of Calgary academic positions, please visit [www.ucalgary.ca/hr/careers](http://www.ucalgary.ca/hr/careers).

■ **EDUCATION – Laurentian University.** In April, 2003, the Ontario College of Teachers received a new English language four or five year Concurrent Bachelor of Education program at Laurentian University in Sudbury, Ontario. The program is being phased in over four years and three faculty and a director are currently developing the program. The program is a four-year, teacher-based education program premised on the infusion of Aboriginal issues and content into all coursework. It will foster the development of a new generation of committed and competent educators who will behave in such a way as to honour and dignify the profession, regard as their first duty the effective education of their pupils, and strive for a high level of achievement in their teaching. One of the founding tenets of this program is a commitment to the training of teachers who will work with Aborigi-

nal students. Accordingly, approximately one-third of the faculty will consist of individuals with related expertise. Applications are invited for the following four tenure-track positions to begin July 1, 2005, subject to budgetary approval. Language Arts/Reading: This position requires an experienced educator with an academic degree in English or in a related field, and successful experience as a classroom teacher. A PhD or Ed.D. in Language Arts or in a related field with research interests relevant to course topics is desirable. Experience working with adult learners, and with teacher candidates in the role of Assistant Professor will also be considered attributes for this position. Membership or eligibility for membership in the Ontario College of Teachers is an asset. Educational Psychology and Special Education: The successful applicant will be an experienced educator with an academic background in Educational Psychology and successful experience as a special education teacher or consultant. A PhD or Ed.D. in educational psychology and/or special education with successful related classroom experience and research interests in relevant topics is desirable. Experience working with adult learners, and/or with teacher candidates in the role of Assistant Professor will also be considered attributes for this position. Membership or eligibility for membership in the Ontario College of Teachers is an asset. Science: The successful applicant will be an experienced educator with an academic background in Science and successful experience as a Science teacher. A PhD or Ed.D. in Science Education or in a related discipline with successful related classroom experience and research interests in relevant topics is desirable. Experience working with adult learners, and/or with teacher candidates in the role of Assistant Professor will also be considered attributes for this position. Membership or eligibility for membership in the Ontario College of Teachers is an asset. In accordance with the University's Policy on Bilingualism, Laurentian has a commitment of passive bilingualism (English/French) as a condition of tenure. Laurentian University is committed to equity in employment and encourages applications from all qualified applicants, including women, Aboriginal peoples, members of visible minorities

and persons with disabilities. In accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Simon Fraser University is committed to equity in employment and offers equal employment opportunities to all qualified applicants. All appointments are subject to budgetary approval.

■ **EDUCATION (ESL) – Simon Fraser University.** The Faculty of Education, Simon Fraser University seeks applications for a tenure-track position in English as a Second Language (ESL) education. The appointment will be at the rank of Assistant Professor (annual salary range \$50,357-\$73,922) and will begin September 1, 2005. Located in the Greater Vancouver area, the Faculty offers classes on three urban campuses (in Burnaby, Surrey, and downtown Vancouver) see <http://www.sfu.ca/faculty/education/> for more details. The Faculty has an outstanding record in research and teaching with preservice and inservice teachers and other professionals, and is prepared to design and teach undergraduate and graduate courses in ESL education. Successful candidates will have a strong background in innovative curriculum/instructional technology design at the post-secondary level is also desirable. SFU is a university that serves students of diverse ethnic, cultural, linguistic and national origins and therefore, interest and/or experience in the field of multiculturalism in national settings, with students of diverse backgrounds, is a desired attribute of applicants. Experience in working with students of diverse backgrounds is also welcome. Interested candidates should consult [http://www.educ.sfu.ca/home/faculty\\_pos.htm](http://www.educ.sfu.ca/home/faculty_pos.htm) for more detailed information on the position. Applicants should forward a letter of application describing their teaching experience, their scholarly interests and achievements, and their potential contributions to the Faculty to the Faculty of Education, Simon Fraser University, 8888 University Drive, Burnaby, BC V5A 1S6. The competition closes November 30, 2004. Please do not ask referees to send letters of reference. All qualified applicants are encouraged to apply; however, Canadian and permanent residents will be given priority. Simon Fraser University is committed to equity in employment and offers equal employment opportunities to all qualified applicants. All appointments are subject to budgetary approval.

■ **EDUCATION (HEALTH) – Simon Fraser University.** The Faculty of Education, Simon Fraser University, seeks applications for a tenure-track position in health education. The appointment will be at the rank of Assistant (possibly Associate) Professor (annual salary range \$50,357-\$73,922) and will begin September 1, 2005. Located in the Greater Vancouver area, the Faculty offers classes on three urban campuses (in Burnaby, Surrey, and downtown Vancouver) see <http://www.sfu.ca/faculty/education/> for more details. The Faculty has an outstanding record in research and teaching with preservice and inservice teachers and other professionals, and is prepared to design and teach undergraduate and graduate courses in health education. Successful candidates will have a strong background in innovative curriculum/instructional technology design at the post-secondary level is also desirable. SFU is a university that serves students of diverse ethnic, cultural, linguistic and national origins and therefore, interest and/or experience in the field of multiculturalism in national settings, with students of diverse backgrounds, is a desired attribute of applicants. Experience in working with students of diverse backgrounds is also welcome. Interested candidates should consult [http://www.educ.sfu.ca/home/faculty\\_pos.htm](http://www.educ.sfu.ca/home/faculty_pos.htm) for more detailed information on the position. Applicants should forward a letter of application describing their teaching experience, their scholarly interests and achievements, and their potential contributions to the Faculty to the Faculty of Education, Simon Fraser University, 8888 University Drive, Burnaby, BC V5A 1S6. The competition closes November 30, 2004. Please do not ask referees to send letters of reference. All qualified applicants are encouraged to apply; however, Canadian and permanent residents will be given priority. Simon Fraser University is committed to equity in employment and offers equal employment opportunities to all qualified applicants. All appointments are subject to budgetary approval.



**Saint Mary's University**  
Halifax, Nova Scotia, Canada

## Tier II Canada Research Chairs Environmental Science

**The Positions:** In its Strategic Research Plan, Saint Mary's University has given high priority to Environmental Science and has assigned two Tier II Canada Research Chairs to this area. In its recent Academic Plan, Saint Mary's University has identified the areas of research and graduate studies as key areas of focus for future growth. The individuals appointed to these positions will be expected to play key roles in developing Environmental Science at the University.

**The Research Areas of Interest:** Environmental Science at Saint Mary's University spans departmental and faculty boundaries. We seek candidates who can build and lead areas of existing strength or emerging interest that are compatible with the University's Strategic Research Plan ([www.smu.ca/academic/fgsr](http://www.smu.ca/academic/fgsr)). Ideally, one position will be in ecology or environmental chemistry, whereas the other will be in environmental geography or geology. These areas are supported by the Centre for Environmental Analysis and Remediation and the Taxonomy Laboratory, the Regional Geochemistry Centre, and the Maritime Provinces Spatial Analysis Research Centre. There is also the opportunity for collaboration with the CN Centre for Occupational Health and Safety.

**The Successful Candidates:** Exceptional emerging researchers, acknowledged by their peers as having the potential to lead in their field. They will have an established national and international reputation of research achievement, and a successful and substantial record of teaching at the graduate and undergraduate levels in an area related to environmental science. Criteria for Tier II Canada Research Chairs can be found at [www.chairs.gc.ca/web/program/index\\_e.asp](http://www.chairs.gc.ca/web/program/index_e.asp).

Review of nominations and applications, which should include a proposed research outline and the names and addresses of at least three referees, will begin February 1, 2005 and continue until the positions are filled. Further details may be obtained from the Dean, Faculty of Science (902-420-5493) or the Dean, Faculty of Graduate Studies and Research (902-496-8169).

Send nominations/appointments to:  
**Dr. Terry Murphy**  
Vice-President, Academic and Research  
Saint Mary's University  
Halifax, NS B3H 3C3, Canada  
E-mail: [vp.academic@smu.ca](mailto:vp.academic@smu.ca)  
Website: [www.smu.ca/academic/fgsr](http://www.smu.ca/academic/fgsr)

Saint Mary's University is committed to the principles of Employment Equity.

[www.smu.ca](http://www.smu.ca)

## Awards for Excellence in Post-Secondary Education Journalism

Prix d'excellence en journalisme dans le domaine de l'enseignement postsecondaire

Established in 2001, these awards for outstanding reporting are presented by the Canadian Association of University Teachers to recognize and promote in-depth and thoughtful coverage of issues related to post-secondary education in Canada.

Two awards are offered: one to recognize excellence in the student media, and the other to honour outstanding reporting in the professional print and broadcast media. Each award is worth \$500.

### Criteria & Eligibility

Stories, articles (excluding editorials and columns), documentaries, or series produced during the preceding calendar year and appearing in any Canadian publication or broadcast by any radio or television station in Canada on some aspect of university and college education may be nominated. The works of Canadian journalists appearing in non-Canadian publications and broadcasts may also be considered.

Nominations which address the following issues are particularly encouraged: academic freedom, research ethics and integrity, educational accessibility and equity, funding and finances; and university and college governance.

Nominations may be made by faculty associations, media organizations or any other interested parties. Applicants may be self-nominating.

A panel of judges composed of journalists and faculty members in Journalism and communications will screen and judge entries. The successful candidates will be recognized by CAUT at the association's annual spring council meeting in Ottawa.

### Nominations must include:

- One copy of the print or broadcast item(s)
- A completed nomination form (available from CAUT)

### Nomination Deadline

The deadline for nominations is March 4, 2005. All nominations and supporting material should be addressed to: David Robinson, Associate Executive Director (Research & Advocacy)  
CAUT, 2675 Queensview Drive  
Ottawa Ontario K2B 8K2

Créés en 2001, ces prix d'excellence en journalisme sont décernés par l'Association canadienne des professeurs et professeurs d'université dans le but de récompenser et de mettre en valeur des reportages recherchés et sérieux sur des questions liées à l'enseignement postsecondaire au Canada.

Deux prix sont offerts, l'un pour récompenser l'excellence dans les médias étudiants, et l'autre pour honorer un reportage exceptionnel dans la presse écrite et télévisée. Chaque prix est d'une valeur de 500 \$.

### Critères et admissibilité

Sont admissibles les articles (à l'exception des éditoriaux et des chroniques), des documentaires, les émissions traitant d'un aspect de l'enseignement universitaire ou collégial. Ils doivent avoir été produits pendant l'année civile précédente et publiés dans une publication canadienne ou diffusés par une chaîne de radio ou de télévision au Canada. Les œuvres de journalistes canadiens publiées ou diffusées dans des médias non canadiens pourront aussi être prises en considération.

On invite particulièrement à proposer des reportages qui traitent de questions liées notamment à la liberté universitaire, à l'éthique et à l'intégrité de la recherche, à l'accessibilité aux études et à l'équité en matière d'éducation, aux subventions et aux finances, et à l'administration des universités et des collèges.

Des associations de professeurs, des organismes de médias ou d'autres groupes intéressés peuvent soumettre des candidatures. Il est possible de proposer sa propre candidature.

Un jury composé de journalistes et de professeurs en journalisme et en communications fera une sélection préliminaire et jugera les candidatures. L'ACPU honore les candidatures retenues lors de l'assemblée annuelle du printemps de l'ACPU à Ottawa.

### Le dossier de candidature doit comprendre :

- Un exemplaire du reportage écrit ou parlé
- Un formulaire de mise en candidature rempli (disponible auprès de l'ACPU)

### Date limite

La date limite des mises en candidature est le 4 mars 2005. Toutes les mises en candidature et les documents pertinents doivent être communiqués à : David Robinson, Directeur général associé (Recherche et promotion des intérêts)  
ACPU, 2675, promenade Queensview  
Ottawa (Ontario) K2B 8K2

Canadian Association of University Teachers

Association canadienne des professeurs et professeurs d'université





# CAREERS

persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Information about the Department and the University may be obtained from the web page: <http://www.univ-at-brock.ca/faculty/arts/english> or by email from a.nainan@univ-at-brock.ca. Applications for this position must include a letter of application, curriculum vitae, teaching dossier, and a sample of scholarly writing. As well, we ask that you arrange to have original transcripts of all graduate work and three confidential letters of reference forwarded so they arrive no later than December 1, 2004. Send all material to: Professor David Ainsworth, Chair, English (Romantic/Literature) Search Committee, Department of English, 625 Fletcher Avenue Building, University of Waterloo, Waterloo, Ontario N2L 3G1. Application materials, including letters of reference, will be handled in accordance with Freedom of Information and Protection of Privacy Act (Manitoba).

**ENGLISH - Acadia University.** Acadia University invites applications for a tenure-track position in its Department of English. Please see our display for details.

**ENGLISH LANGUAGE & LITERATURE - University of Waterloo.** Applications are invited for a tenure-track position at the Assistant or Associate Professor level. We are looking for a colleague with expertise in

one or more of the following areas: History and Theory of Rhetoric; Discourse Studies; Literary Theory. Complementarity strengths in any area of literature would be welcome. The successful candidate will be offered a wide range of teaching experiences from first through fourth year undergraduate courses to supervision of doctoral students. In addition to undergraduate programs in Literature and in Rhetoric and Professional Writing, our department offers the only PhD of its kind in Canada. An integration of literature with study in fields of rhetoric, writing, discourse and text analysis, and digital theory and design. The normal teaching load is 2 + 3, which includes one graduate course (of the instructor's design), and semesters are 13 weeks long. The minimum starting salary for Assistant is \$59,000 and for Associate \$73,000. Please visit our website at <http://english.uwaterloo.ca> for more information. Appointment effective July 1, 2005. The University of Waterloo is a research-intensive public institution, with the largest and most successful cooperative education program in North America. Year after year, in Maclean's Magazine national rankings, Waterloo is among the two or three top comprehensive universities in the country and, for 11 years in a row, has been named "highest quality," "most innovative," and "best overall" in the national reputational survey. The university is located in a mid-sized city, one hour from Toronto.

**ENGLISH LANGUAGE & LITERATURE - Brock University.** The Department of English Language and Literature at Brock University invites applications for a probationary tenure-track position at the rank of Assistant Professor to begin July 1, 2005. The position is subject to final budgetary approval. The Department is seeking a senior scholar in Canadian Literature to support its new MA program, expected to commence in September of 2005. The proposed field for the MA, Text/Community/Discourse, reflects the research interests of a dynamic department of fourteen members. The Department has over 400 majors; the University is situated on the Niagara Escarpment with an easy drive to Buffalo and Toronto, has some 16,000 students. Applicants should have a strong scholarly and teaching record, and experience in a graduate program. Applications will be considered until the position is filled, but the selection process will begin on December 15, 2004. Applicants should submit a letter of application accompanied by a curriculum vitae, a plan of proposed research, evidence of teaching competence and samples of published work, and should arrange for the submission of three letters of reference. Applications should be sent to: Professor John L. Chalk, Department of English Language and Literature, Brock University, 500 Glenridge Ave., St. Catharines, Ontario L2S 3A1 Canada; Email: [jchalk@brocku.ca](mailto:jchalk@brocku.ca).

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is the hallmark of E.R.S. The successful candidate will be able to consult and participate broadly with colleagues in the Faculty and will have access to advanced computing facilities and research teaching facilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, men, and persons with disabilities.

**ENVIRONMENTAL GEOMORPHICS - Windsor University.** The University of Windsor, Great Lakes Institute for Environmental Research (GLIER), invites applications for a tenure-track position in the area of Environmental Geomorphics at the rank of Assistant Professor commencing July 1, 2005. For a detailed position description visit our website at: [www.uwindsor.ca/facultypositions](http://www.uwindsor.ca/facultypositions). Contact Dr. Bilan A. Fyler, Acting Director, Great Lakes Institute for Environmental Research, University of Windsor, Windsor, ON N9B 3P4, Phone: 519.253.3000, ext. 2732, Fax: 519.971.3516, Email: [ofryler@uwaterloo.ca](mailto:ofryler@uwaterloo.ca). The University of Windsor is the City of Windsor, contact Dr. Janice Drachuk, Director, Faculty of Education, 519-6608 (toll free) or [recruitment@uwaterloo.ca](mailto:recruitment@uwaterloo.ca).

**ENVIRONMENTAL SCIENCE - University of Toronto.** The University of Toronto is seeking candidates for two tenure-track positions in the Department of Physical and Environmental Sciences in the University of Toronto at Scarborough seeks candidates for two tenure-track positions in the Department of Physical and Environmental Sciences to begin July 1, 2005. Applications will be accepted until the position is filled. Preference will be given to candidates with research interests in Physical Limnology and in Environmental Modelling and Modelling. The successful candidates will bring expertise which augments the thrusts of the Department in environmental modelling and environmental science. Applicants should possess a PhD in a relevant area, a strong academic background, an excellent research record and potential for future research and teaching. The successful candidate will be expected to teach and develop courses in Environmental Science, as well as in advanced research to his/her field. (She will be located in the Department of Physical and Environmental Sciences at the University of Toronto at Scarborough. She will be a member of one or more suitable graduate departments of the University. Teaching at both the undergraduate and graduate levels is required. The Department of Physical and Environmental Sciences fosters close collaboration among the groups in chemistry, environmental science, physics, and astrophysics. Further information can be found at <http://www.utoronto.ca/physenv>. The University of Toronto (www.utoronto.ca) offers the opportunity to teach, conduct research, and live in a vibrant, cosmopolitan city in the world. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the diversification of ideas. Applicants should submit their curriculum vitae plus a statement of current research interests and future plans, by January 14, 2005 to: Charles C. Davis, Chair, Department of Physical and Environmental Sciences, University of Toronto at Scarborough, 1265 Military Trail, Toronto, Ontario, M1C 3A4, Canada. Inquiries may be made via e-mail to [janetdrachuk@utoronto.ca](mailto:janetdrachuk@utoronto.ca).

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## ACADIA UNIVERSITY

Wolfville, Nova Scotia

Acadia is a stimulating, vibrant environment, on and off campus, where dedicated faculty inspire and challenge students to be their best. Academic innovation has garnered the university a reputation for excellence. Our history of providing excellent academic programs and outstanding student life activities, combined with our setting in the university-oriented community of Wolfville on the shores of the Minas Basin, have all contributed to Acadia being recognized as one of Canada's premier undergraduate universities.

Acadia University invites applications for the following tenure track opportunities which commence July 1, 2005.

### English

**Position #10-111 - The Department of English** seeks a tenure-track position at the Assistant Professor level specializing in the Romantic period. The successful candidate will hold a PhD, or be near completion of the degree, and be willing to teach composition and/or literature courses at the first year level.

Interested candidates should forward a letter of application, a curriculum vitae, copies of recent official teaching evaluations, and a writing sample or papers to: Dr. Richard A. Davis, Chair, Department of English, Acadia University, Wolfville, Nova Scotia, B4P 2R6, e-mail: [richard.davis@acadia.ca](mailto:richard.davis@acadia.ca), Tel: (902) 585 1502, Fax: (902) 585 1070. Candidates should also arrange to have three letters of reference sent to the same address.

• Review of applications will begin December 17, 2004, and continue until the position is filled.

### Computer Science

**Position #20-310 - The Jodrey School of Computer Science** seeks a tenure-track position at the Assistant Professor in Computer Science. Minimum qualifications are a PhD or nearing completion in Computer Science, and positive evidence of strong research potential. The successful candidate will possess teaching and research abilities in any branch of computer science; preference will be given to applicants who show promise of developing a strong research program and have exhibited a commitment to high quality teaching in the areas of object-oriented systems or computer architecture.

The School offers headchairs and masters computer science programs. Some active areas of research are software agents, artificial intelligence, distributed systems, object-oriented systems, algorithms, database, performance, graph theory, visual programming languages, algorithm visualization and internationalization.

Interested candidates should forward a letter of application, a curriculum vitae, and contact information for three references to: Dr. Leslie Oliver, Chair of the Selection Committee, Jodrey School of Computer Science, Acadia University, Wolfville, Nova Scotia, B4P 2R6, E-mail: [leolive@acadia.ca](mailto:leolive@acadia.ca), Tel: (902) 585 1331, Fax: (902) 585 1057.

• Review of applications will begin immediately and continue until the position is filled.

Acadia University incorporates computer technology into the learning process and faculty members have the opportunity to explore the use of information technology in teaching and explore its application when they find it enhances the learning environment. The University is committed to supporting these endeavors.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Acadia University is an Equal Opportunity Employer.

While budgetary approval has been granted for these positions, Acadia University reserves the right not to fill these positions or to fill these positions at a level different from the advertised level or term.

For the most recent information available on faculty positions at Acadia University, please check our website at <http://admission.acadiau.ca/facultyhomepage.html>.

## DALHOUSIE UNIVERSITY

Inspiring Minds

### Faculty of Medicine

## Division of Medical Education

### Associate Professor, Tenure Stream

The Division of Medical Education at Dalhousie University seeks a qualified person with expertise in communication skills and educational research for a tenure stream position at the Associate Professor level. As Director of the Communication Skills program, major responsibilities include Communication Skills activities and program development in the Faculty of Medicine, as well as research and development in various areas. In addition, the incumbent will provide consultation and guidance to faculty members and medical students, clerks and residents, and groups with various educational responsibilities across the medical education curriculum.

Founded in 1995, the Division of Medical Education conducts educational research and development across the continuum of medical education, provides a broad range of Faculty-wide professional development activities, and houses an excellent communications skills program that spans the continuum of medical education for teachers, learners, practicing physicians, medical students, clerks and residents. The Division also provides an academic home and collegial community for faculty members heavily involved in medical education, and has an affiliation with both Medical Informatics and Medical Humanities. The Division currently has three full-time faculty members and is expanding. Further information on Communication Skills in the Division of Medical Education may be found at the Communication Skills web site: <http://medcomm.medicine.dal.ca/program/>.

Qualifications include a PhD or EDD in Education or the Social Sciences (or a related field). The successful candidate will have at least six years' experience in medical and/or health professions education or a related field, and will have demonstrated an ability to conduct and publish independent research in education. The candidate should have demonstrated leadership experience, and experience in communication skills in program development, delivery and evaluation. The Division of Medical Education is a collegial work environment, with a small staff who work closely together; interpersonal skills are also required.

This position becomes available July 1, 2005. Applications will be accepted until the position is filled.

Please send curriculum vitae, along with a letter of application and the names and addresses of three references to:  
**Dr. Blye W. Frank, Professor and Acting Director**  
**Division of Medical Education**  
**Dalhousie University, Faculty of Medicine**  
**Room C-115A, Clinical Research Centre**  
**5849 University Avenue**  
**Halifax, NS B3H 4H7**

All qualified candidates are encouraged to apply. However, Canadian and permanent residents will be given priority. Dalhousie University is an Employer/Employee/Student/Supplier. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

## ACADIA UNIVERSITY

# CAREERS CARRIÈRES

■ **EQUINE MANAGEMENT** — University of Guelph. The College Professor, Equine Management position, Kempsville College (located in Ottawa) will be responsible for teaching at the diploma and certificate level within the Agricultural programs at Kempsville. This will involve the preparation and delivery of lectures, set-up and operation of labs, assessing, evaluating and documenting student performance, primarily in the Equine studies. The position will also be responsible for the development and delivery of an applied research and extension program in animal production with an emphasis on the management of on-farm breeding, efficiency, animal health and feeding systems. The successful candidate will be involved in a number of College, University and external education and research committees as required and assigned. Candidates will possess a DVM or PhD in animal science or related science with at least one (1) year post graduate experience; ability to motivate and develop a positive working environment with staff and students; excellent knowledge of research techniques; proven oral and written skills. Appointee will be encouraged to apply for faculty status and membership of the Association of University Teachers. Normal Hiring Range: \$43,846-\$54,266 per annum. All applications must be received by December 10, 2004. For more information, contact: Dr. J. M. Macleod, University of Guelph, Guelph, Ontario N1G 2W1. Fax: (519) 763-2780. We thank all applicants for their interest but wish to advise that only those selected for an interview will be contacted. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

■ **ÉTUDES FRANÇAISES** — Université de Toronto. Le département d'études françaises de l'Université de Toronto sollicite des candidatures pour un poste menant à la permanence dans le cadre d'entrée en fonction est le 1er juillet 2005. Il s'agit d'un poste au niveau de professeur agrégé (Associate) ou titulaire (Full). Les candidats doivent posséder une connaissance approfondie des littératures antiques et africaines (littérature maghrébine et sub-saharienne), ainsi qu'une connaissance de la littérature des Mascareignes (littérature de l'océan indien). Les candidats doivent également connaître les théories littéraires et culturelles contemporaines. Un intérêt pour le cinéma des arts régionaux, ainsi que la connaissance d'une ou deux langues de ces régions, seraient un atout. Les responsabilités du poste comprennent l'enseignement au 1er, au 2ème ou au 3ème cycles et le salaire sera déterminé en fonction de l'expérience et des qualifications du candidat/de la candidate. Les candidats doivent avoir une réputation internationale dans le domaine de la recherche, des publications et de l'enseignement. On exige aussi une excellente connaissance du français et de l'anglais. Les dossiers de candidature, accompagnés de trois lettres de recommandation envoyées sous pli séparé, doivent arriver avant la date limite de réception des dossiers. Les dossiers de candidature doivent contenir un curriculum vitae complet, une copie des publications les plus récentes, un dossier d'enseignement, et un document qui présente les domaines de recherche actuels et futurs. Les dossiers de candidature doivent être envoyés au professeur Parth Bhattacharya, Directeur Intérimaire, Département d'Études françaises, 50 rue St. Joseph, Toronto, Ontario, M5S 1J4, ou à la date limite de la réception des dossiers est le 17 décembre 2004. L'Université de Toronto offre la possibilité d'enseigner de la recherche, de travailler avec les divers groupes et des institutions qui reflètent la diversité du Toronto métropolitain et de vivre dans un des endroits les plus cosmopolites au monde. L'Université de Toronto offre également la possibilité de participer à de nombreux programmes interdisciplinaires, tels que les études canadiennes, les études africaines et antillaises, les études aborigènes, les études féminines, les études sur la diversité sexuelle, etc. L'Université soutient vivement un principe de la diversité au sein de sa communauté. Elle encourage en particulier les candidatures venant de minorités visibles, de femmes, d'autochtones, de personnes handicapées, de membres de groupes minoritaires sexuels ainsi que d'autres personnes pouvant contribuer à la diversification des idées. Toutes les personnes qualifiées sont encouragées à poser leur candidature. La priorité sera donnée, toutefois, aux citoyens canadiens et aux résidents permanents.

■ **ÉTUDES FRANÇAISES** — University of Toronto. Le département d'études françaises de l'Université de Toronto sollicite des candidatures pour un poste menant à la permanence. Il s'agit d'un poste portant (50% en Études françaises, 40% en Études médiévales) dont le rang est ouvert. La date d'entrée en fonction est le 1er juillet 2005. Les candidats doivent posséder une connaissance approfondie des littératures antiques et du moyen français, de la littérature française avant 1500 et de l'histoire de la langue française. Des compétences en pédagogie et en édition textuelle seraient un atout. Les responsabilités du poste comprennent l'enseignement au 1er, au 2ème et au 3ème cycles. Le salaire sera décidé selon l'expérience et les qualifications du candidat/de la candidate. Les candidats doivent être titulaires d'un doctorat et doivent avoir un dossier très solide en ce qui concerne la recherche, les publications et l'enseignement. On exige aussi une excellente connaissance du français et de l'anglais. Les dossiers de candidature, accompagnés de trois lettres de recommandation envoyées sous pli séparé, doivent arriver avant la date limite de réception des dossiers. Les dossiers de candidature doivent contenir un curriculum vitae complet, une copie des publications les plus récentes, un dossier d'enseignement, et un document qui présente les domaines de recherche actuels et futurs. Les dossiers de candidature doivent être envoyés au Professeur Parth Bhattacharya, Directeur Intérimaire, Département d'Études fran-

çaises, 50 rue St. Joseph, Toronto, Ontario, M5S 1J4. La date limite de la réception des dossiers est le 10 décembre 2004. L'Université de Toronto offre la possibilité d'enseigner de la recherche, de travailler avec les divers groupes et des institutions qui reflètent la diversité du Toronto métropolitain et de vivre dans un des endroits les plus cosmopolites au monde. L'Université de Toronto offre également la possibilité de participer à de nombreux programmes interdisciplinaires, tels que les études canadiennes, les études aborigènes, les études féminines, les études sur la diversité sexuelle, etc. L'Université soutient vivement un principe de la diversité au sein de sa communauté. Elle encourage en particulier les candidatures venant de minorités visibles, de femmes, d'autochtones, de personnes handicapées, de membres de groupes minoritaires sexuels ainsi que d'autres personnes pouvant contribuer à la diversification des idées. Toutes les personnes qualifiées sont encouragées à poser leur candidature. La priorité sera donnée, toutefois, aux citoyens canadiens et aux résidents permanents.

■ **ÉTUDES FRANÇAISES** — University of New Brunswick. Le département d'études françaises de l'Université du Nouveau Brunswick à Fredericton met en concours un poste de professeur adjoint menant à la permanence. Les candidats doivent posséder une maîtrise ou être sur le point d'obtenir un

doctorat en littérature française. Une spécialisation en littérature du dix-neuvième ou du vingtième siècle est particulièrement recherchée, quoique tous les domaines liés à la littérature française sont considérés. Les candidats doivent également avoir un dossier actif de recherche avec publications récentes ainsi qu'une expérience en enseignement du français écrit et une expérience en enseignement assisté par les nouvelles technologies. Le département offre présentement un programme de premier cycle et s'apprête à lancer son programme de maîtrise, d'anglais ou la titulaire participera. Date d'entrée en fonction le 1er juillet 2005. L'Université du Nouveau Brunswick est située au bord de la rivière Saint John à Fredericton, capitale du Nouveau Brunswick. L'Université du Nouveau Brunswick offre un héritage riche en matière d'excellence et se démarque dans le développement économique, social, culturel du Nouveau Brunswick et du monde. Page d'accueil de l'université: [www.unb.ca](http://www.unb.ca). Les personnes intéressées sont priées de faire parvenir leur curriculum vitae, des lettres de recommandation, un dossier d'enseignement et trois (3) lettres de recommandation à Mme Debra LeBlanc, Directrice, Département d'études françaises, Université du Nouveau Brunswick, C. P. 4400, Fredericton, NB E3B 5A3. Télé. (506) 453-3565; courriel: [leblanc@unb.ca](mailto:leblanc@unb.ca).

■ **FILM STUDIES** — University of Western Ontario. The Department of Film Studies, The University of Western Ontario (<http://www.uwo.ca/film/>) invites applications for one position, to begin July 2005, at the rank of Associate Professor. We are seeking to make a tenure, mid-career appointment to a permanent position, and a strong record in teaching, research, and publication are required. The successful candidate will contribute significantly to our thriving Honors programs in Film Studies, and to the design and implementation of a planned MA program in Film Studies. The specific areas of specialization for the position are open; however, the Department has a particular interest in the following areas: avant garde, dis-

toric, African, East Asian, and Latin American cinema, political cinema and globalization. Candidates who have cross-disciplinary interests in literature and/or television and other sites of visual culture are also encouraged to apply. Positioned are subject to budget approval. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Applicants should have fluent written and oral communication skills in English. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. Send a letter of application, curriculum vitae, copies of transcripts, a writing sample, and three letters of reference to: Dr. C.E. Gittings, Chair, Department of Film Studies, The University of Western Ontario, London, Ontario, Canada N6A 3K7. Please contact Dr. Gittings with questions about the position or the department: (519-663-3307). Applications must be received by 15 December 2004.

■ **FINANCE** — University of Alberta. The University of Alberta, School of Business in Edmonton, is seeking a full-time position in Finance (rank open, position subject to funding). Anticipated start date is July 1, 2005. A PhD or equivalent is required, or candidates should be at completion stage

of their degree. The competition will remain open until the position is filled. We require a strong interest in research and the ability to teach at undergraduate, MBA and PhD levels. Experience is not necessary, but experienced candidates should show research achievements and well-established teaching records. Proficiency in English is required. Salary is commensurate with qualifications and competitive with other Canadian institutions. Applications should include curriculum vitae, samples of research, any available teaching ratings, and names of three referees who have been asked to send confidential letters of assessment. Send to: Dr. Prem Talwar, Chair, Department of Finance and Management Science, University of Alberta, Edmonton, Alberta, Canada, T6G 2B6. Telephone: (780) 492-2457; fax: (780) 492-9924; e-mail: [premtalwar@ualberta.ca](mailto:premtalwar@ualberta.ca). All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Two professorial positions, preferably at the rank of Assistant Professor  
FACULTY Social Sciences, Department of Sociology  
JOB STATUS Full-time, tenure-track positions. These positions are subject to budgetary approval.

## Two professorial positions, preferably at the rank of Assistant Professor

FACULTY Social Sciences, Department of Sociology

JOB STATUS Full-time, tenure-track positions. These positions are subject to budgetary approval.

SELECTION CRITERIA Candidates must possess a Ph.D. in sociology, anthropology, or a related discipline, or be close to completing it, and demonstrate excellent potential in research and in teaching at the undergraduate and graduate levels. One position is in the area of science, technology and society. For the second position, the substantive area is open. The department is particularly interested in candidates with research expertise in quantitative methods. Fluency in French and English is essential, and an ability to teach in both languages is an asset. Linguistic abilities in French and English as well as citizenship status in Canada must be clearly stated.

STARTING DATE July 1, 2005

Interested candidates are requested to send, before December 3, 2004, a letter along with a curriculum vitae, a sample of publications or written work, a teaching dossier, and three letters of recommendation to: Professor Leslie Laczko, Chair, Department of Sociology, Faculty of Social Sciences, University of Ottawa, 550 Cumberland St., Ottawa, Ontario, K1N 6N5. Email: [laczko@uottawa.ca](mailto:laczko@uottawa.ca)

## One professorial position, preferably at the rank of Assistant Professor

FACULTY Social Sciences, Department of Criminology

JOB STATUS Full-time tenure-track position

SELECTION CRITERIA The Department of Criminology of the University of Ottawa offers a full range of degrees ranging from the bachelor to doctorate. The Department is accepting applications for one tenure-track position preferably at the level of Assistant Professor to teach primarily in English. Candidates must have a Ph.D. in Criminology or a field related to the interdisciplinary study of crime and criminal justice policies, or be near completion. Passive knowledge of the second language is an asset. Active bilingualism is a requirement for tenure at the University of Ottawa.

STARTING DATE July 1, 2005

Interested candidates should forward their résumé, a letter describing their teaching and research experience, as well as three letters of reference, before October 10th 2004 to: Sylvie Frigon, Chair, Department of Criminology, University of Ottawa, 25 University, P.O. Box 450, Station A, Ottawa, (Ontario) K1N 6N5

The examination of applications will commence October 10th, 2004 and will continue until the positions are filled. For further information, consult our website at: [www.crimino.uottawa.ca](http://www.crimino.uottawa.ca)

## Two professorial positions, preferably at the rank of Assistant Professor

FACULTY Social Sciences, Department of Criminology

JOB STATUS Replacement positions

SELECTION CRITERIA The Department of Criminology of the University of Ottawa offers a full range of degrees ranging from the bachelor to doctorate. The Department is accepting applications for two replacement positions each for two years, one to teach in French and the other in English. Candidates must have a Ph.D. in Criminology or in a field related to the interdisciplinary study of crime and criminal justice policies, or be near completion.

STARTING DATE July 1st 2005

Interested candidates should forward their résumé, a letter describing their teaching and research experience, as well as three letters of reference, before October 10th 2004 to: Sylvie Frigon, Chair, Department of Criminology, University of Ottawa, 25 University, P.O. Box 450, Station A, Ottawa, (Ontario) K1N 6N5

The examination of applications will commence October 10th, 2004 and will continue until the positions are filled. For further information, consult our website at: [www.crimino.uottawa.ca](http://www.crimino.uottawa.ca)

## Deux postes de professeur(e), de préférence au rang d'adjoint

FACULTÉ Sciences sociales, Département de sociologie

STATUT Postes à temps plein menant à la permanence. L'attribution des postes est soumise à une approbation budgétaire.

CRITÈRES DE SÉLECTION Les candidat(e)s doivent posséder un doctorat en sociologie ou en anthropologie ou dans une discipline connexe, ou être sur le point de l'obtenir, et démontrer une aptitude à l'excellence dans la recherche et l'enseignement aux niveaux du baccalauréat, de la maîtrise et du doctorat. Le premier poste est dans le domaine de la Science, technologie et société. Le domaine du deuxième poste est ouvert. Le département est particulièrement intéressé aux candidat(e)s ayant une expertise dans les analyses quantitatives de données. La maîtrise du français et de l'anglais est essentielle et la capacité d'enseigner dans les deux langues constitue un atout. Les compétences linguistiques en français et en anglais de même que le statut de citoyen/né(e) au Canada doivent être clairement indiqués.

ENTRÉE EN FONCTION 1er juillet 2005.

Veuillez faire parvenir, avant le 13 décembre 2004, une lettre de présentation décrivant vos intérêts en recherche et en enseignement, un curriculum vitae, un dossier d'enseignement, un échantillon des publications ou travaux, et trois lettres de recommandation à: Professeur Leslie Laczko, directeur, Département de sociologie, Faculté des sciences sociales, Université d'Ottawa, 550 rue Cumberland, Ottawa (Ontario) K1N 6N5. Courriel: [laczko@uottawa.ca](mailto:laczko@uottawa.ca)

## Un poste de professeur(e), de préférence au rang d'adjoint

FACULTÉ Sciences sociales, Département de criminologie

STATUT Poste à temps plein menant à la permanence.

CRITÈRES DE SÉLECTION Le département de criminologie de l'Université d'Ottawa offre des diplômes allant du baccalauréat jusqu'au doctorat. Le Département sollicite des candidatures pour un poste de professeur(e) adjoint(e) menant à la permanence pour enseigner principalement en anglais. Les candidat(e)s doivent avoir un doctorat en criminologie ou dans une discipline reliée aux études interdisciplinaires du crime et des politiques pénales, ou être sur le point de terminer. Une connaissance passive de la langue seconde est un atout. Le bilinguisme actif est une exigence pour la permanence à l'Université d'Ottawa.

ENTRÉE EN FONCTION 1er juillet 2005.

Les personnes intéressées à poser leur candidature doivent faire parvenir leur curriculum vitae, une lettre décrivant leur expérience en enseignement et en recherche ainsi que trois lettres de recommandation, avant le 10 décembre 2004 à: Sylvie Frigon, Directrice, Département de criminologie, Université d'Ottawa, 25 Université, C.P. 450, succ. A, Ottawa (Ontario) K1N 6N5

L'étude des dossiers débutera le 10 décembre 2004, et continuera jusqu'à ce que les postes soient comblés. Pour plus de renseignements, consultez notre site web: [www.crimino.uottawa.ca](http://www.crimino.uottawa.ca)

## Deux postes de professeur(e), de préférence au rang d'adjoint

FACULTÉ Sciences sociales, Département de criminologie

STATUT Postes de professeur(e)s remplaçant(e)s

CRITÈRES DE SÉLECTION Le département de criminologie de l'Université d'Ottawa offre des diplômes allant du baccalauréat jusqu'au doctorat. Le Département sollicite des candidatures pour deux postes de professeur(e)s remplaçant(e)s. Les postes à combler sont l'un pour des cours dispensés en français et l'autre, en anglais. Les candidat(e)s doivent avoir un doctorat en criminologie ou dans une discipline reliée aux études interdisciplinaires du crime et des politiques pénales, ou être sur le point de terminer.

ENTRÉE EN FONCTION 1er juillet 2005.

Les personnes intéressées à poser leur candidature doivent faire parvenir leur curriculum vitae, une lettre décrivant leur expérience en enseignement et en recherche ainsi que trois lettres de recommandation, avant le 10 décembre 2004 à: Sylvie Frigon, Directrice, Département de criminologie, Université d'Ottawa, 25 Université, C.P. 450, succ. A, Ottawa (Ontario) K1N 6N5

L'étude des dossiers débutera le 10 décembre 2004, et continuera jusqu'à ce que les postes soient comblés. Pour plus de renseignements, consultez notre site web: [www.crimino.uottawa.ca](http://www.crimino.uottawa.ca)

## Université d'Ottawa

Son emplacement stratégique au cœur de la capitale du pays, la grande variété de ses programmes d'enseignement et de recherche, offerts dans les deux langues officielles du Canada, sa diversité croissante ainsi que sa perspective nationale font de l'Université d'Ottawa « Université canadienne » par excellence.

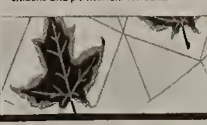
## University of Ottawa

With its strategic location at the heart of Canada's capital, its broad variety of teaching and research initiatives offered in the two official languages, the cosmopolitan environment, and its national perspective, the University of Ottawa is truly Canada's university.

## www.uottawa.ca

L'Université a une politique d'équité en matière d'emploi. Les femmes et les membres des communautés minoritaires sont fortement encouragés à poser leur candidature. Conformément aux exigences d'Immigration Canada, la priorité sera donnée aux personnes ayant la citoyenneté canadienne ou la résidence permanente au Canada.

The University of Ottawa subscribes to an employment equity policy. Women and members of visible minorities are strongly encouraged to apply in accordance with Immigration Canada. Preference will be given to Canadian citizens and permanent residents.



## CAREERS CARRIÈRES



uOttawa

L'Université canadienne  
Canada's university**Assistant Professor, Biostatistics**

The Department of Mathematics and Statistics of the University of Ottawa invites applications of recent PhDs for a tenure-track position in Bio-Statistics starting July 1, 2005 at the rank of assistant professor. For the first 5 years, the candidate will spend half time in the department and the other half in the McLaughlin Centre for Population Health Risk Assessment, Institute of Population Health. After 5 years, the position will revert to full time in the Department.

Applicants should send a curriculum vitae, a research plan, and arrange for four confidential letters of recommendations, with one addressing teaching, to be sent to:

**Professor Mayer Alvo, Chairman**  
Department of Mathematics and Statistics  
University of Ottawa  
Ottawa, ON Canada, K1N 6N5

Applicants are also encouraged to include up to three copies of their most significant publications. The closing date for receipt for applications is **December 15, 2004**.

[www.science.uOttawa.ca/mathstat](http://www.science.uOttawa.ca/mathstat)

Conditions of employment are set by a collective agreement. Employment equity is University policy and the University strongly encourages applications from women. Canadian citizens and permanent residents will be considered first for these positions.

Les conditions d'emploi suivent les dispositions d'une convention collective. L'Université a une politique d'équité en matière d'emploi. Les femmes sont fortement encouragées à poser leur candidature. On étudiera d'abord les demandes des citoyens canadiens et des résidents permanents.

**Professeur(e) adjoint(e)  
Bio-statistique**

Le Département de mathématiques et de statistique de l'Université d'Ottawa met au concours un poste en bio-statistique au rang de professeur adjoint menant à la permanence. Entrée en fonction: le 1er juillet 2005. Pour les premiers cinq ans, le candidat consacra la moitié de son temps au département et l'autre moitié au McLaughlin Centre for Population Health Risk Assessment, Institute of Population Health. Après, il deviendra professeur à plein temps au département de mathématiques et de statistique.

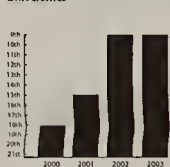
Les candidat(e)s doivent faire parvenir leur dossier de candidature au directeur du département, Dr. Mayer Alvo, Département de mathématiques et de statistique, Université d'Ottawa, Ottawa ON Canada, K1N 6N5 au plus tard le 15 décembre 2004.

Les dossiers doivent comprendre le curriculum vitae, le plan de recherche, quatre lettres de recommandation confidentielles dont une sur l'enseignement. Nous encourageons les candidat(e)s à joindre à leur dossier jusqu'à trois tirés à part de leurs contributions les plus importantes.

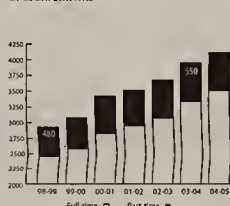
"UPEI is a place where teaching is supported and developed. It's a place where many talented faculty members are continually working on their own and with each other to improve their teaching. At UPEI, teaching counts, because students and student learning come first." —Dr. Phillip Smith, 3M Teaching Fellow 2003

For three years in a row, a professor at UPEI has been awarded the coveted 3M Teaching Fellowship. Dr. Smith joins Dr. Shannon Murray and Dr. Brent MacLaine who obtained the 3M distinction in 2001 and 2002.

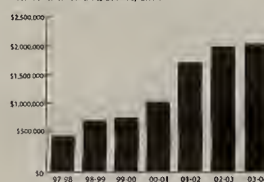
Maclean's University Ranking  
Primarily Undergraduate  
Universities



UPEI Enrolments



Growth in Tri-Council\* Funded Research  
\*Tri-Council: NSERC, SSHRC, CIHR



## Join a University on the Rise!

**UPEI seeks new colleagues for the following faculty positions:**

**SCHOOL OF BUSINESS: Accounting**

The School of Business (SBA) seeks a full-time, tenure-track position in Accounting at the Assistant Professor rank. The position requires teaching in a variety of core and elective accounting courses, a research agenda, and community outreach. UPEI accounting students have been very successful in exceeding the averages in the Canadian Uniform Final Exams.

Contact: Dr. Roberto MacDonald, Dean, School of Business  
(romacdonald@upeil.ca)

**FACULTY OF SCIENCE: Marine Biology**

The Department of Biology is seeking a Marine Biologist for a tenure-track position at the Assistant Professor level. Ideally, the successful candidate will use molecular techniques to study marine organisms. Duties will include teaching undergraduate (including Marine Biology) and graduate courses, and maintaining a strong externally funded research program. We are currently renovating to provide thematically designed infrastructure to support a Marine Biologist, to include well-equipped research laboratories, excellent student support facilities, a newly renovated fish-holding facility, boats, field vehicles, and standard molecular biology equipment.

Contact: Dr. Kevin Teather, Chair, Department of Biology  
(kteather@upeil.ca)

**FACULTY OF SCIENCE: Computer Science**

The Department of Computer Science and Information Technology invites applications for a tenure-track position in Computer Science at the Assistant Professor level. Responsibilities include undergraduate teaching and conducting an externally funded research program. Excellent opportunities exist for collaboration within and external to UPEI on a range of multidisciplinary projects in the life sciences, physical sciences, and the IT sector. Current research foci within the department include: automata theory, bioinformatics, computational

linguistics, and distributed systems. Preference will be given to those with a background in either software engineering or computer architecture.

Contact: Dr. Steven Howard, Chair, Department of Computer Science and Information Technology (showard@upeil.ca)

**FACULTY OF EDUCATION: (Three tenure-track positions) • English/Integrated Arts • Inclusive Education • Mathematics Education**

The Faculty of Education invites qualified candidates to join a small, dynamic team of educators who are committed to developing compassionate and innovative teachers and to building just and equitable relationships in local and global communities. The Faculty offers a two-year BEd program, with optional specializations in Aboriginal Education and International Education; a BEd Specializing in Teaching French Immersion, in collaboration with l'Université de Moncton, and graduate programs in Leadership in Learning, Inclusive Education, and School Librarianship.

Applicants should hold, or be near to completing, a doctoral degree in education, be strong teachers and researchers, and have experience in schools. Expertise in any of the following areas would be an additional asset: superior proficiency in English and French; assessment and evaluation; quantitative research methods. An interest in cultural diversity and international education would also be an advantage. Successful applicants will be expected to teach BEd students and supervise practice teaching. Opportunities also exist for teaching at the MEd or Graduate Certificate level and for supervising graduate thesis work.

Contact: Dr. Graham Pike, Dean, Faculty of Education  
(gpik@upeil.ca)

**UNIVERSITY OF PRINCE EDWARD ISLAND**

For additional opportunities and information, please consult [www.upel.ca/humanres/html/academic.html](http://www.upel.ca/humanres/html/academic.html)

Submissions will include a letter of application, curriculum vitae, and statement of teaching experience and teaching philosophy (and, in the case of the Biology position, evidence of ongoing and planned research activities). Please submit the application, and arrange to have three letters of reference sent, to the attention of the contact person indicated, c/o University of Prince Edward Island, 550 University Ave., Charlottetown, PE C1A 4P3

Applications must be postmarked by January 31, 2005. Competitions will remain open until positions are filled. All positions begin July 1, 2005.

In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. UPEI is committed to the principle of equity in employment.



# The Bulletin Careers — Over 37,000 Readers Every Issue!

## CAREERS CARRIÈRES

www.yorku.ca

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

York University invites applications for full-time tenure-track positions in the following Faculties. Salaries will be commensurate with qualifications and experience. Full details about these and other opportunities can be viewed by clicking on *Academic Positions* at [www.yorku.ca/acad/jobs](http://www.yorku.ca/acad/jobs). The start date for all positions is July 1, 2005. All positions at York University are subject to final budgetary approval.

York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3

# York University

## FULL-TIME TENURE-TRACK POSITIONS

### Faculty of Arts

The Faculty of Arts is the largest arts faculty in Canada, offering a comprehensive range of undergraduate disciplinary and interdisciplinary programs of study, and is the major contributor to York's arts-related graduate programs. The guiding principles of the Faculty's mission are academic excellence, innovation and social responsiveness. Further information about the Faculty can be found at [www.arts.yorku.ca](http://www.arts.yorku.ca).

#### DEPARTMENT OF ENGLISH

##### Professional Writing/Rhetoric

Applications are invited for a tenure-track appointment at the Assistant Professor level, in our innovative new program in Professional Writing/Rhetoric. Fields of specialization are open, but applicants with experience and expertise in one or more of the following areas will be privileged: publishing/editing, multicultural/postcolonial literatures, visual rhetorics, corporate communications. Qualifications include a PhD or equivalent terminal degree in English or a related field (Communications, Journalism, Creative Writing). We particularly encourage candidates who combine practical experience with historical and theoretical scholarship, and demonstrable excellence in both teaching and research. Demonstrable ability to engage productively with the concerns of a remarkably diverse student body is a considerable asset. It is expected that the successful candidate will participate in the teaching rotation in our introductory courses, lead specialized upper-year seminars, and, either immediately or very soon, contribute to the graduate program.

The deadline for receipt of completed applications is December 1, 2004. Candidates should submit a letter of application, a curriculum vitae and a sample of their written work (no longer than 25pp), and arrange for three letters of recommendation to be sent directly to: Professor Kim Ian Michasew, Chair, Department of English, Tel: 416.736.5166. Fax: 416.736.5412. E-mail: [michasew@yorku.ca](mailto:michasew@yorku.ca). Note: e-mail applications will not be accepted.

#### DEPARTMENT OF HISTORY

##### Canadian History

Applications are invited for a tenure-track position at the rank of Assistant Professor in Canadian History, with a specialization in twentieth-century political economy, politics, and the state, with particular emphasis on business, the economy, international relations, or the environment. Requirements include a completed PhD in history and an ongoing program of research in the area of specialization. Candidates are expected to demonstrate promise of excellence in teaching at all levels as well as in scholarly research and publication. The successful candidate must be suitable for prompt appointment to the graduate program in history.

The deadline for receipt of completed applications is November 15, 2004. Candidates should submit a letter of application, a curriculum vitae and a teaching dossier, and arrange for three confidential letters of recommendation to arrive by the deadline, to: Professor B.T. Wakabayashi, Chair, Department of History, Faculty of Arts, 2140 Vail Hall. Tel: 416.736.5123. Fax: 416.736.5836.

#### DIVISION OF HUMANITIES

##### Chinese Culture

Applications are invited for a tenure-track position at the rank of Assistant or Associate Professor in Chinese Culture, with preference being given to candidates with a wide-ranging

knowledge of Chinese thought systems and Chinese religions. Expertise in Buddhism and/or Chinese science is desirable. We welcome candidates with a substantial record of interdisciplinary scholarship and teaching. The successful candidate will have a completed PhD at the time of appointment, evidence of a vigorous research agenda, and promise of excellence in teaching. Other requirements include the ability to teach broad undergraduate courses in Chinese culture from an interdisciplinary perspective in the first- and second-year Foundations program and in upper-level courses. The successful candidate must have the potential to undertake graduate teaching and supervision. For further information about the Division of Humanities, see [www.arts.yorku.ca/human](http://www.arts.yorku.ca/human).

The deadline for receipt of completed applications is November 30, 2004. Candidates should submit a letter of application, a curriculum vitae and a writing sample, and have three confidential academic references sent directly to: Professor D. Freake, Chair, Division of Humanities. Tel: 416.736.5158. Fax: 416.736.5460. E-mail: [dfreake@yorku.ca](mailto:dfreake@yorku.ca).

#### SCHOOL OF KINESIOLOGY AND HEALTH SCIENCE

Applications are invited for a tenure-track appointment at the Assistant Professor level, in one of the following areas:

**Epidemiology of Physical Activity, Fitness and Health** - Expertise in physical activity, fitness and health in areas such as, but not limited to: pediatric, geriatric, chronic disease, obesity, public health or physical activity behaviour assessment.

**Psychology of Physical Activity/Exercise/Sport** - Expertise in psychological aspects of physical activity, exercise and sport.

A PhD is required. Duties will include undergraduate and graduate teaching and supervision in the Graduate Program in Kinesiology and Health Science (MA, M.Sc. and PhD). Candidates must demonstrate competence in undergraduate teaching. The present Master's and Doctoral programs cover health-related aspects of exercise physiology, motor control, biomechanics, psychology and fitness. Applications from individuals with an interest in health and knowledge of the effects of physical activity are particularly welcome. A previous, promising publication record in refereed journals is essential. High priority will be given to candidates with the ability to develop a productive research program supported by external funding. Further information about the School can be obtained at [www.kinesiology.yorku.ca](http://www.kinesiology.yorku.ca) and [www.yorku.ca/kahs](http://www.yorku.ca/kahs).

The deadline for receipt of completed applications is December 10, 2004. Candidates should submit a curriculum vitae, a covering letter stating future research goals, and three relevant résumés, and have three letters of reference sent directly to: Dr. Roger Kellon, Chair, School of Kinesiology and Health Science. E-mail: [kellon@yorku.ca](mailto:kellon@yorku.ca).

#### DEPARTMENT OF LANGUAGES, LITERATURES AND LINGUISTICS

##### English as a Second Language

Applications are invited for a tenure-track position in English as a Second Language, at the Assistant Professor level. The person appointed will have the background and qualifications to pursue an active program of research in her/his areas of expertise, demonstrated by a record of recent publications and conference presentations. A PhD in TESL or

Applied Linguistics and a recognized, university-administered TESL/TEFL diploma/certificate or the equivalent are required. Experience teaching content-based ESL to university undergraduates, preferably in credit courses, is required; other experience teaching at the university level is desirable. Experience teaching graduate-level applied linguistics courses and/or teaching in ESL teacher preparation courses is also desirable. In addition to teaching credit ESL courses, duties will include teaching in the Faculty of Graduate Studies (Graduate Program in Theoretical and Applied Linguistics) and in the TESOL Certificate Program.

The deadline for receipt of completed applications is November 30, 2004. Candidates should submit a letter of application (listing the name, position, e-mail address and telephone numbers of referees) with an up-to-date curriculum vitae, a statement of research and teaching interests, teaching evaluations and representative publications, and arrange for three letters of recommendation to be sent directly prior to the application deadline, to: Professor Peter Avery, Chair, Department of Languages, Literatures and Linguistics, 5561 Ross Building. Note: e-mail applications will not be accepted.

#### DEPARTMENT OF PHILOSOPHY

Applications are invited for a tenure-track appointment at the Assistant Professor level. Area of specialization: Ethics, or Social/Political Philosophy, or Philosophy of Law. Interdisciplinary or an interest in the history of philosophy would be considered an asset. The successful candidate will have a PhD in philosophy, and demonstrated potential for excellence in research and teaching.

The deadline for receipt of completed applications is December 1, 2004. Candidates should submit a curriculum vitae, a writing sample and a teaching portfolio (if available), and have three confidential academic reference letters sent directly to: Chair, Hiring Committee, Department of Philosophy. Tel: 416.736.5113. Fax: 416.736.5114. E-mail: [philham@yorku.ca](mailto:philham@yorku.ca).

#### DEPARTMENT OF PSYCHOLOGY

##### Brain, Behaviour and Cognitive Sciences

Applications are invited for a tenure-track appointment at the Assistant Professor level, in Brain, Behaviour and Cognitive Sciences. We seek an outstanding research scientist in any area of brain, behaviour and cognitive science, including: perception, attention, motor processing, language, memory and reasoning. Research methodologies may include: psychophysics, electrophysiology, evoked potentials, brain imaging, computational modelling and observational fieldwork. Interdisciplinary scientists combining multiple approaches are particularly encouraged to apply. York's Department of Psychology is one of the largest in North America, and the Brain, Behaviour and Cognitive Sciences research group attracts substantial external research funding and collaborates with many other Canadian and international institutions. Many BBS laboratories are associated with The York Centre for Vision Research, one of the major centres for vision research in North America. York University has identified health research as a major focus: many BBS laboratories are involved with this initiative.

The deadline for receipt of completed applications is December 1, 2004. Candidates should submit a curriculum vitae and relevant résumés, and arrange for three letters of reference sent directly to: Professor David Reid, Chair, Department of Psychology, Faculty of Arts, 296 BSB. Tel: 416.736.5116. Fax: 416.736.5814.

# CAREERS CARRIÈRES

## DIVISION OF SOCIAL SCIENCE

The Division is a department within the Faculty of Arts, mandated to provide undergraduate general education, as well as housing numerous specialized interdisciplinary programs, including the Law & Society Program. The Law & Society Program is one of the most established and largest undergraduate programs of its kind in Canada. Further details about the program can be found on its website [www.arts.yorku.ca/socsc/lands/](http://www.arts.yorku.ca/socsc/lands/). The Division of Social Science, in close collaboration with the Department of Sociology and the Law & Society Program, has established a new Criminology interdisciplinary undergraduate program, which began accepting students for an honours degree in 2003.

### Criminology

Applications are invited for a tenure-track appointment in Criminology, at the Assistant Professor level. Criminology is rapidly expanding at York University and so are the opportunities for professional development in the field. Areas of specialization are open, but expertise in the urban geography of crime, financial crime, environmental crime, crime and media, or gender and crime are especially welcome. The successful candidate will hold a PhD or equivalent, and will show promise of excellence in research and publication in the field of criminology. He or she must be willing to assume a leadership role in the implementation of the new Criminology program and demonstrate a strong commitment to undergraduate teaching within an interdisciplinary context. In addition to upper-level courses in his or her area of specialization, the candidate may be required to teach an introductory course in criminology or theories of criminology. The successful candidate will show potential to be appointed to the Faculty of Graduate Studies.

### Law & Society

Applications are invited for a tenure-stream appointment in Law & Society, at the Assistant Professor level. The successful candidate will hold a PhD or equivalent, and will show promise of excellence in research and publication in the interdisciplinary field of law and society. Areas of specialization are open. The program is, however, especially interested in candidates with a specialization in at least one of the following areas of socio-legal research: cross-cultural perspectives on law, political economies of law, disability, socio-legal research methods and/or theory. He or she must demonstrate a strong commitment to undergraduate teaching within an interdisciplinary context. In addition to upper-level courses in his or her area of specialization, the candidate should be prepared to teach one of the program's introductory courses. The successful candidate will show potential to be appointed to the Faculty of Graduate Studies.

The deadline for receipt of completed applications is December 1, 2004. Candidates should submit a curriculum vitae, a statement of research and teaching interests, and samples of publication, and have three referees send letters of reference directly to: Darryl Reed, Chair, Division of Social Science, 5755 Keele Building, Tel: 416.736.2100, ext. 77812. Fax: 416.736.5574. E-mail: [dreed@yorku.ca](mailto:dreed@yorku.ca)

## DEPARTMENT OF SOCIOLOGY

### Theory - Classical and Contemporary

Applications are invited for a tenure-track appointment at the Assistant Professor level. We are seeking a candidate with research publication specialty in both classical and contemporary sociological theory. The successful candidate will show promise of excellence in research, publications and teaching. The candidate should be committed to teach the foundation course in Sociological Theory and courses on other areas of their expertise at the undergraduate level. The successful candidate will also show potential to be appointed to the Faculty of Graduate Studies and teach in the Graduate Program in Sociology. At the time of application, candidates shall hold, or be near completion, a PhD in sociology or a related discipline. Preference will be given to candidates with a completed PhD at the time they take up the appointment.

The deadline for receipt of completed applications is November 15, 2004. Candidates should submit a curriculum vitae, a statement of teaching and research interests, up to three samples of written work, teaching evaluations, and arrange to have three referees send letters of reference directly to: Professor Nancy Mandell, Chair, Department of Sociology, Faculty of Arts, Tel: 416.736.2100, ext. 22559. Fax: 416.736.5730. E-mail: [SocSciSA@yorku.ca](mailto:SocSciSA@yorku.ca)

## Atkinson Faculty of Liberal and Professional Studies

The Atkinson Faculty of Liberal and Professional Studies was restructured in 2000, bringing together a dynamic and unique blend of liberal studies and professional programs. The Faculty has eight academic schools, including the School of Administrative Studies, School of Analytic Studies and Information Technology, School of Arts and Letters, School of Health Policy and Management, School of Nursing, Department of Psychology, School of Social Sciences, and School of Social Work. Our faculty are internationally renowned educators and researchers with expertise in a variety of disciplines and interdisciplinary fields. Atkinson offers flexible scheduling and teaching formats, with courses on-campus in the day and evening, as well as courses delivered by Internet and correspondence. Atkinson Faculty is also committed to expanding its experiential education activities to give students self-directed and problem-based learning opportunities that help them bridge their academic studies with career development. When you join Atkinson, you will become a member of a vibrant, growing faculty that is committed to teaching excellence and outstanding research.

## SCHOOL OF ADMINISTRATIVE STUDIES

The School is one of the largest undergraduate business programs in Canada, with more than 33,000 course registrations annually. In addition to the core business degree, the School offers a number of professional certificate programs, and has an emerging Master's program. The School is quite innovative in terms of teaching

pedagogy and supplements its on-campus offerings with a large web-based distance education degree program. The School has been characterized by remarkable growth in the past 5 years and has added more than 30 PhDs to its faculty complement in the last two years alone. This is manifested in a strong and vibrant research culture within the School. Students in the School come from a variety of backgrounds and many of our students and faculty are active in the Canadian business sector and/or have held senior positions in the public and private sectors. The School of Administrative Studies offers programs in all major areas of business. It is, however, also seeking to expand its expertise in innovative and newly emerging areas within those functional areas, including emergency management, personal finance, health management, and public administration. More information on the School and its programs is available at [www.atkinson.yorku.ca/SAS/](http://www.atkinson.yorku.ca/SAS/)

### Public Administration and Management

Applications are invited for a tenure-track appointment at the Assistant Professor level, in Public Administration and Management. The School is seeking a scholar to teach in the Public Administration and Management program offered jointly with the School of Social Sciences, and to support a newly emerging program in Public Administration and Justice. The successful candidate will also be expected to contribute to the functional area of management within Administrative Studies. Applicants must have a PhD or near completion in a relevant area, and show excellence or promise of excellence in both teaching and research. The position may involve graduate teaching and supervision, as well as undergraduate teaching and research.

The deadline for receipt of completed applications is December 10, 2004. Candidates should submit a signed letter of application, an up-to-date curriculum vitae, a statement of specific teaching and research interests, and summaries of teaching evaluations (if available), and have signed letters of reference from three external referees sent directly to: Dr. Brian Gabel, Director, School of Administrative Studies, 2nd Floor, Atkinson Building, Fax: 416.736.5963. Tel: 416.736.2170. E-mail: [bgabel@yorku.ca](mailto:bgabel@yorku.ca)

The School of Administrative Studies has previously advertised up to 13 tenure-track positions in functional areas of business as well as up to three contractually limited appointments.

## SCHOOL OF SOCIAL SCIENCES

The School has four degree programs: Political Science, Sociology, Social Science, and Public Administration and Management. (a joint program with the School of Administrative Studies), and offers a number of areas of concentration dealing with communication studies, geography, diaspora cultures, gender and families, political economy, public policy and administration, social justice studies, and work and the workplace, as well as certificate programs including the Certificate in Anti-Racist Research and Practice (CARP), Refugee Studies, and Public Sector Management. More information on the School and its programs is available at [www.atkinson.yorku.ca/Socials/](http://www.atkinson.yorku.ca/Socials/)

### Public Administration and Justice

Applications are invited for a tenure-track appointment at the Assistant Professor level, in Public Administration and Justice. The School is seeking a scholar to provide leadership in the development of new degrees at the BA and BA Honours levels in Public Administration and Justice. The successful candidate will also be expected to teach in the Public Administration and Management program, offered jointly with the School of Administrative Studies, and contribute to the Social Science program. Candidates must have a PhD in Sociology, Political Science, Law, or Public Administration (or a PhD completed by the date of appointment) and demonstrate excellence or promise of excellence in teaching and in scholarly research and publication in criminal justice policy, criminal justice administration, police studies, or a related field. Applicants must show the potential to be appointed to the Faculty of Graduate Studies. Experience with, or a willingness to explore, the use of information technology in teaching is an asset. Applicants should fit within the interdisciplinary focus of the School.

The deadline for receipt of completed applications is December 10, 2004. Candidates should submit a letter of application, an up-to-date curriculum vitae, and a statement of research and teaching interests and experience, and have three letters of reference sent directly to: Hiring Committee, Chair, School of Social Sciences, Room 303, Atkinson Building.

## Faculty of Fine Arts

York's Faculty of Fine Arts is one of Canada's largest and most comprehensive professional training and research institutions for fine arts and design. The Faculty comprises some 2,800 students and 165 faculty working in all areas of fine arts practice and scholarship. Further information about the Faculty can be found at [www.finearts.yorku.ca](http://www.finearts.yorku.ca)

## DEPARTMENT OF DANCE

The Department of Dance, the largest and oldest in Canada, is in growth mode in both undergraduate and graduate studies, and in 2005 we expect to move into an impressive new high-tech facility that will include eight dance studios, a proscenium theatre, a recital hall, and a cinema.

### Dance Studies

Applications are invited for up to two tenure-track positions in Dance, at the Assistant Professor level. We seek versatile, accomplished dance scholars, preferably with a completed PhD by July 2005 (ABO with dissertation in progress may be considered), with significant research strength in at least one, and teaching capability in several, of the following areas: dance and technology; dance history/writing/criticism; world dance; community dance; documentation and reconstruction; dance film/video; dance science/formatic education; production/design for dance; dance anthropology/ethnology; dance/arts education; dance and gender studies; arts management. The successful candidates will be expected to teach in several of these areas. The ideal candidates would be well qualified to teach in both studies and studio areas, to both majors and non-majors, and in both seminar and large-lecture situations. They will have had some experience teaching at the post-secondary level, and will have experience and interest in interdisciplinary teaching and research/creation. They will be willing to

make regular and substantial service contributions to the department, the Faculty of Fine Arts, and York University, a duty expected of all tenure-stream faculty. The positions will involve both undergraduate and graduate teaching and research supervision. At the undergraduate level, responsibilities might include both introductory and advanced courses in the areas listed above. The successful applicants may also be requested to design and deliver new courses and to participate in the creation of new certificate/diploma programs. Experience in team teaching would be an asset. The successful applicants will be appointed to the Faculty of Graduate Studies in Dance, and will have completed (or nearly completed) a PhD in Dance or a relevant discipline at the time of appointment. They will have a record of publications and/or conference presentations as appropriate for a new Assistant Professor, and will be able to articulate a thoughtful research program. They will demonstrate excellence or promise of excellence in teaching and in artistic creation/research.

The deadline for receipt of completed applications is November 15, 2004. Candidates should submit a letter of application, an up-to-date curriculum vitae, a statement of research and teaching interests, names and addresses of three referees, teaching dossier/teaching evaluations and, if applicable, videotapes and reviews of works created, to: Professor Penelope Reed Doob, Chair, Department of Dance, Faculty of Fine Arts, Fax: 416.736.5743. E-mail: [pdoob@yorku.ca](mailto:pdoob@yorku.ca)

Applicants who have submitted files for York Dance departmental positions advertised before July 1, 2004 should submit new applications in response of the current advertisements; their files will not be carried forward.

## DEPARTMENT OF MUSIC

The Department of Music offers a wide range of curriculum options to 500 undergraduate and graduate majors and 900 non-majors. In addition to a comprehensive program in the performance, history and theoretical study of Western art music, the Department offers programs in composition, jazz, digital music, ethnomusicology, film music, popular music, recording technology, contemporary improvisation, and world music. Current degree offerings include: BA, Honours BA, Honours BFA, MA, and PhD.

### African American (Jazz and/or Gospel)

#### Vocal Performance

Applications are invited for a tenure-stream position in African American Vocal Music Performance at the rank of Assistant Professor. The successful candidate will have a doctoral degree (or equivalent professional standing and experience), an exceptional ability as an inspiring singer and teacher, promise of curricular innovation at both graduate and undergraduate levels, and demonstrated artistic and/or scholarly ability with an international or national reputation. Expertise in one or more additional areas (e.g. gospel hymnology, jazz history, multicultural music education, gospel choir traditions, etc.), and familiarity with a variety of musical and intellectual approaches are expected. The Department seeks someone who can respond to the opportunities created by eclectic course offerings and a diverse student body. The successful candidate will be expected to further curriculum development and program growth.

### Orchestral Conducting and String Performance

Applications are invited for a tenure-stream position in Orchestral Conducting and String Performance at the rank of Assistant Professor. The successful candidate will have a doctoral degree (or equivalent professional standing and experience), an exceptional ability as an inspiring ensemble director (batonque and classical emphasis) and teacher, promise of curricular innovation at both graduate and undergraduate levels, and demonstrated artistic and/or scholarly ability with an international or national reputation. Expertise in one or more additional areas (e.g. musicology, theory, music education, etc.), and familiarity with a variety of pedagogical approaches are expected. The Department seeks someone who can respond to the opportunities created by eclectic course offerings and a diverse student body. The successful candidate will be expected to further curriculum development and program growth.

The deadline for receipt of completed applications is February 1, 2005. Candidates should submit a letter of application, a curriculum vitae, and three letters of reference, to: Professor Michael Coghlan, Chair, Department of Music, Faculty of Fine Arts, 225 Winterset College.

## DEPARTMENT OF VISUAL ARTS

York's Department of Visual Arts is a leading post-secondary institution for art practice in Canada. Recent renovations of undergraduate studio spaces, expansion of the MFA studios, and a visual art study centre are contributing to the growth of the department. The department is committed to teaching critical issues in art and art history, and to the ongoing development of programs in all studies and studio areas. Applicants may consult the York Fine Arts web page for details of program and course offerings at [www.yorku.ca/linearts/](http://www.yorku.ca/linearts/)

### Photography

Applications are invited for a tenure-track position in Visual Arts, at the Assistant Professor level, to teach photography and digital imaging. Applicants for this position must be practicing professional artists with demonstrated expertise in digital and photographic media and a record of exhibitions and publications. With an emphasis on digital photography, the successful candidate will be a leader who is able to integrate evolving digital technologies with contemporary fine art theory and practice. This position includes teaching at all levels of the undergraduate and graduate program. The position requires commitment to curriculum development and innovation. Administrative services include duties and responsibilities on departmental, faculty and university committees. An MFA in a relevant field, with a minimum of three years of post-secondary teaching, is required.

The deadline for receipt of completed applications is November 15, 2004. Candidates will submit a detailed curriculum vitae, 20 slides or suitable documentation of current work, a statement of teaching philosophy, and recent course outlines, publications/catalogues, and the names, e-mail and addresses of three referees, to: Professor Katherine Knight, Chair of Search Committee, Department of Visual Arts. E-mail: [kknight@yorku.ca](mailto:kknight@yorku.ca)

# CAREERS CARRIÈRES

## Glendon College

Le Collège universitaire Glendon est la faculté bilingue d'arts libéraux de l'Université York. Il offre toute une gamme de programmes dans les humanités et les sciences sociales. Son campus est situé en plein cœur de Toronto. Glendon College is the bilingual liberal arts faculty of York University. It offers a variety of programs in the humanities and social sciences. It is located on its own separate, mid-town campus.

### ÉCOLE DE TRADUCTION/ DÉPARTEMENT D'ÉTUDES HISPANIKES

### SCHOOL OF TRANSLATION/ DEPARTMENT OF HISPANIC STUDIES

L'école de traduction et le Département d'études hispaniques du Collège universitaire Glendon, faculté bilingue (français-anglais) d'arts libéraux de l'Université York, sollicitent des candidatures pour un poste menant à la permanence, au rang de professeur(e) adjoint(e). Les candidat(e)s doivent détenir un doctorat (ou prévoir le soutenir en 2005) dans le domaine de la traduction ou dans une discipline connexe. Critères essentiels : spécialisation en traduction espagnol/anglais, expertise en terminologie et/ou traduction et technologie, expérience en traduction professionnelle, intérêt manifeste pour la recherche et publications, excellente connaissance de l'espagnol et de l'anglais oral et écrit et connaissance pratique du français. La personne choisie devra enseigner au niveau du 1<sup>er</sup> cycle de l'école de traduction et du Département d'études hispaniques, et au niveau du 2<sup>e</sup> cycle de l'école de traduction. Elle devra aussi assumer des responsabilités administratives au sein du programme de certificat espagnol-anglais au Département d'études hispaniques. Nous recherchons plus particulièrement des candidat(e)s capables et désireux(euses) de contribuer à forger l'orientation future du Collège de traduction espagnol-anglais et anglais-espagnol. Date d'entrée en fonction : le 1<sup>er</sup> juillet 2005.

Prière de faire parvenir une lettre de candidature accompagnée d'un curriculum vitae à madame Esther Raventos-Pons, directrice, Département d'études hispaniques, Collège universitaire Glendon, Université York, 2275, avenue Bayview, Toronto (Ontario) M2N 3M6. Les candidat(e)s doivent prendre des dispositions pour faire parvenir directement trois lettres de recommandation à la directrice du Département. L'une de ces recommandations au moins doit porter sur l'enseignement. Date limite de candidature : 1<sup>er</sup> décembre 2004.

The School of Translation and the Department of Hispanic Studies at Glendon College, the bilingual (French-English) liberal arts faculty of York University, invite applications for a tenure-track position at the rank of Assistant Professor. Candidates should hold a PhD (or expected in 2005) in the field of Translation or in a relevant field. Essential criteria: specialization in Spanish/English/Spanish translation, expertise in terminology and/or translation and technology, experience in professional translation, demonstrated commitment to research and scholarly publications, native or native-like command of Spanish and English, both written and oral, and working knowledge of French. The candidate will teach courses at the undergraduate level in both the School of Translation and the Department of Hispanic Studies, and at the graduate level in the School of Translation, as well as assuming administrative responsibilities in the Certificate Program in Spanish-English in the Department of Hispanic Studies. We are especially interested in attracting outstanding candidates who will play a significant role in shaping the future of the existing Certificate in Spanish-English/English-Spanish Translation Program.

The deadline for receipt of completed applications is December 1, 2004. Candidates should submit a curriculum vitae, and arrange for three letters of reference (at least one of which should address teaching) to be sent directly, to: Dr. Esther Raventos-Pons, Chair, Department of Hispanic Studies, Glendon College, York University, 2275 Bayview Avenue, Toronto, Ontario, Canada, M2N 3M6.

## Faculty of Science and Engineering

The Faculty of Science and Engineering is a progressive and dynamic environment with over 155 faculty members. It has engaged in teaching and research activities for over forty years. Further information about the Faculty can be found at [www.science.yorku.ca](http://www.science.yorku.ca)

### DEPARTMENT OF BIOLOGY

#### Assistant Lecturer, Biology

Applications are invited for a tenure-track alternate-stream appointment at the Assistant Lecturer level, in Biology. The candidate will have a PhD and relevant experience in biology or a related scientific field. Experience teaching course materials focusing on biomedical, health and life sciences is preferred. The successful candidate will be expected to teach at the undergraduate level and assist in student advising and in the administration of existing and future programs in which the Department of Biology participates. Further information can be found on our website at [www.biol.yorku.ca](http://www.biol.yorku.ca)

The deadline for receipt of completed applications is December 17, 2004. Candidates should submit a curriculum vitae, a description of teaching philosophy and preference, a summary of any publications, a summary of relevant activities, and three references, to: Chair, Biology Search Committee, Department of Biology, Faculty of Science and Engineering, Fax: 416.736.5698.

### DEPARTMENT OF CHEMISTRY

Applications are invited for three tenure-track appointments at the Assistant Professor level, in the areas of Biochemistry, Inorganic Chemistry and Organic Chemistry. The candidates will have a PhD and post-doctoral experience in chemistry or related scientific fields and outstanding research records. For the biochemistry position, experience in health/life science areas is required. Expertise in bioinorganic or inorganic materials is preferred for the inorganic position. Other areas of inorganic chemistry will also be considered. Experience building on existing research is preferred for the organic position. The successful candidates will currently have and/or be expected to develop strong, externally funded research programs and to contribute to teaching at the undergraduate and graduate levels. Further information on the Department can be found at [www.chem.yorku.ca](http://www.chem.yorku.ca)

The deadline for receipt of completed applications is December 17, 2004. Candidates should submit a curriculum vitae, a detailed research plan, a description of teaching philosophy and preference, a summary of research publications, and the names of three references, to: Chair, (Inorganic or Biochemistry or Organic) Search Committee, Department of Chemistry, Faculty of Science and Engineering, Fax: 416.736.5936.

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's web site at [www.yorku.ca/acadjobs](http://www.yorku.ca/acadjobs) or a copy can be obtained by calling the affirmative action office at 416.736.5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

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## UNIVERSITY OF WATERLOO

### POSITIONS IN INFORMATION SECURITY & ASSURANCE DEPARTMENT OF COMBINATORICS & OPTIMIZATION, SCHOOL OF COMPUTER SCIENCE DEPARTMENT OF ELECTRICAL & COMPUTER ENGINEERING

Applications are invited for tenure-track/tenured faculty positions at the ranks of Assistant, Associate, or Full Professor in the general area of information security and assurance with special interests in the security of software, systems, networks or closely related areas. Applicants for junior positions early in their careers should have demonstrated potential for quality research and teaching. For senior positions, exceptional applicants with leadership, vision, and strong records of research accomplishments are sought.

The University of Waterloo is recognized internationally as a premier research-intensive institution with research strengths across a broad spectrum of areas in computer science, computer engineering, and mathematics. There are outstanding research groups in software engineering (Software Engineering Research Group), wireless communications (Centre for Wireless Communications), cryptography (Centre for Applied Cryptographic Research), and quantum computing (Institute for Quantum Computing). Given the multi-disciplinary nature of information security, this wide range of expertise provides a rich research environment.

It is anticipated that one appointment will be made in each of these three academic units: the School of Computer Science, the Department of Combinatorics and Optimization, and the Department of Electrical and Computer Engineering. (For information about these three academic units, please visit <http://www.uwaterloo.ca>.) Applicants should have earned a doctoral degree in a discipline closely related to these academic units, and must have a strong commitment to research and teaching. Salaries will be competitive, and will be based on the successful applicant's accomplishments, experience and qualifications.

The University of Waterloo is located in the attractive community of Kitchener-Waterloo (population of 300,000) in southwestern Ontario. The Penimeter Institute for Theoretical Physics, the Centre for International Governance Innovation, and Wilfrid Laurier University are also located in Kitchener-Waterloo. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks.

Applications should be sent by electronic mail to [info-security@cs.uwaterloo.ca](mailto:info-security@cs.uwaterloo.ca) or by post to: Information Security Faculty Search Coordinator, c/o Dr. George Labahn, School of Computer Science, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1.

An application should include a curriculum vitae, statements on teaching and research, and the names and contact information for at least three referees. Applicants should ask their referees to forward letters of reference to the address above. Applications will be considered as soon as possible after they are complete, and as long as positions are available.

The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.



BUILDING A TALENT TRUST

## Tenure-Track Faculty Position Medical Physics & Applied Radiation Sciences

McMaster University invites applications for a tenure-track appointment at the assistant, associate or full professor level in the Unit for Medical Physics and Applied Radiation Sciences in the Faculty of Science. The position is targeted to begin on July 1, 2005. Candidates should possess a PhD and have demonstrated an excellent research record and aptitude to teach. The ideal candidate will be able to teach in the area of the fundamentals of radiation physics, with particular emphasis on radiation transport and radiation dosimetry. She/he would be expected to contribute to graduate and undergraduate programmes in Medical Physics, Health Physics and Medical Radiation Sciences through teaching, attracting research funding and mentoring research students.

McMaster University offers a unique radiation research environment, supported by the McMaster Institute of Applied Radiation Sciences. Facilities at McMaster include a research reactor and an accelerator laboratory. In addition, the Juravinski Cancer Centre has recently undergone a major expansion. Existing research fields within the Unit include nuclear and atomic techniques used for body composition studies; the role of DNA damage and DNA repair processes in carcinogenesis and in the response of tumour cells to radiotherapy and chemotherapy; understanding risks of low doses and low dose rates of ionizing radiation in human and non-human biota using a combination of molecular cytogenetics and microbeams; the cellular and molecular basis of photodynamic therapy, laser and light propagation in tissue for photodynamic therapy and tissue characterization; radiation geochronology; novel methods of imaging bone architecture and joint structure non-invasively; and structural and functional imaging, particularly for neurological, cardiac and neuroscience studies.

Applicants should describe how they would expect their research to prosper at McMaster, taking into account existing research strengths and opportunities. Collaboration with Unit faculty is encouraged, there is a strong history of collaboration between the University, Hamilton Health Sciences Corporation and the Juravinski Cancer Centre.

Applications, including a statement of research interests and teaching philosophy, together with letters from three referees should be sent by **December 15, 2004** to:

Dr. Fiona McNeill, Chair  
The Unit for Medical Physics and  
Applied Radiation Sciences  
NRB-122, McMaster University  
Hamilton, Ontario, L8S 4K1, Canada  
Telephone (1) 905 525 9140 ext 24182  
Fax (1) 905 525 5982  
Contact E-mail: [malarek@mcmaster.ca](mailto:malarek@mcmaster.ca)

Further information can be found at: <http://www.science.mcmaster.ca/medphys>.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities and persons with disabilities.



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## CAREERS CARRIÈRES



**Memorial**  
University of Newfoundland

## FACULTY POSITION IN PETROLEUM GEOSCIENCE (RESERVOIR IMAGING)

The Department of Earth Sciences at Memorial University of Newfoundland invites applications for a faculty position in Petroleum Geoscience (Reservoir Imaging). This position is an integral element in Memorial University's new broadly-based strategic petroleum initiative, the Oil and Gas Development Partnership (www.mun.ca/ogdp), which recognizes the rapid expansion in hydrocarbon exploration and production in offshore Newfoundland. The successful candidate will join an active department of 25 faculty members (www.esd.mun.ca) and will play a complementary role in a growing team of petroleum geoscientists operating within the framework of the PanAtlantic Petroleum Systems Consortium (PPSC; www.mun.ca/ogdp/ppsc).

This position is funded as a contractual position until March 31, 2008, under the terms of a grant from the Atlantic Innovation Fund to the PPSC, with the possibility of renewal or conversion to tenure track with administrative approval.

Applicants will be expected to undertake cutting-edge research in reservoir imaging, based on expertise in structural/stratigraphic reconstruction and geophysical characterization.

Applicants will normally hold a PhD in petroleum geoscience or a related field. They should have a demonstrated record of technical achievement and publication in a field relevant to the appointment and of excellence in teaching at the undergraduate and graduate levels. A proven record of effective involvement with the petroleum industry would be a significant asset.

The Department of Earth Sciences comprises researchers with a wide range of interests relevant to petroleum geoscience and close collaborative ties with industry and geological surveys, locally, nationally and internationally. Current petroleum-related research in the Department is supported by extensive analytical, field and computing facilities, including an immersive visualization room.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe, friendly city with historic charm, a vibrant cultural life and easy access to a wide range of outdoor activities.

Interested persons should send a resume and the names of three referees to:

**Dr. Rick Hiscott, Interim Department Head**  
Department of Earth Sciences  
Memorial University of Newfoundland  
St. John's, NL, Canada A1B 3X5  
Phone: (709) 737-2334  
Fax: (709) 737-7437  
E-mail: headresd.mun.ca

Review of applications will begin November 1, 2004, and continue until the position is filled.

Memorial University is part of a vigorous, local community which maintains an inventory of available positions for qualified partners. Partners of candidates for positions are invited to include their resume for possible matching with other job opportunities. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

**RYERSON UNIVERSITY**

## Dean, Faculty of Communication & Design Ryerson University

Ryerson University is known for innovative programs built on the integration of theoretical and relevant learning. Over 50 undergraduate and graduate programs are distinguished by a professionally focused curriculum and strong emphasis on excellence in teaching, research and creative activities. Ryerson is also a leader in adult learning with the largest university-based continuing education school in Canada.

Ryerson University is seeking a Dean of the Faculty of Communication & Design. The appointment will commence on July 1, 2005 for an initial term of five years.

Located in the cosmopolitan city of Toronto, Canada, Ryerson is at the forefront of career-focused education. Ryerson's Faculty of Communication & Design is widely recognized as a national leader in the areas of communication, design and the performing arts. This diverse Faculty offers undergraduate programs in Business & Technical Communication, Fashion, Graphic Communications Management, Image Arts, Interior Design, Journalism, Radio & Television Arts, and Theatre. It also houses the Rogers Communication Centre, a flagship centre for studies in converging communications and interactive media. In addition, the Faculty offers an MA program in Photographic Preservation and Collections Management and, with other Faculties, an MA/PhD program in Communication and Culture. The Faculty is committed to both professional education and scholarly, research, and creative activity (SRC), including artistic and/or content creation produced and distributed through technological means. For more information on Ryerson's Faculty of Communication & Design, visit [www.ryerson.ca/fcad](http://www.ryerson.ca/fcad).

Reporting to the Provost and Vice-President Academic, the Dean leads the Faculty, with administrative responsibility for its academic programs, budgets, student and personnel matters, and strategic planning. The ideal candidate will have a graduate degree in a relevant field (PhD preferred), strong leadership and administrative abilities, a proven record of academic accomplishment, a commitment to excellence in experiential and studio-based learning, a clear vision of teaching, and a record of scholarship, research, and creative activity (SRC). Candidates should bring a high level of energy, enthusiasm and commitment to the position, be able to lead and manage change, have strong strategic management skills, and expect to leave a significant legacy of personal and institutional accomplishment.

Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

Consideration of candidates will begin in January, 2005. Please respond or nominate candidates in confidence to:

**Janet Wright & Associates Inc.**  
21 Bedford Road, Suite 300  
Toronto, Ontario M5R 2J1  
Fax: 416-923-8319  
[ryersoncfad@jwsearch.com](mailto:ryersoncfad@jwsearch.com)

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[www.jwsearch.com](http://www.jwsearch.com)

■ **FINANCE** — University of Lethbridge. The Faculty of Management at the University of Lethbridge, Alberta, Canada, has an opening for a tenure-track position in Finance commencing Fall 2005. The position requires an individual who holds a PhD and is in the process of completing a doctorate. The applicant must have a commitment to effective and innovative teaching and have demonstrated an ability to conduct scholarly research. Our primary needs are in the areas of International Finance and Financial Institutions. Faculty of Management. The Faculty of Management teaches all teaching and research experience. Class sizes are reasonable, as are teaching loads. The Faculty of Management has campuses in Lethbridge, Edmonton and Calgary. The position advertised here is for the Lethbridge campus. The Faculty of Management consists of approximately 52 full-time faculty members with diverse research interests and approximately 2100 students in a number of undergraduate majors. The Faculty has a research-based MSc program in Management and maintains close ties to the business community through the innovative Theory-into-Practice and Co-op Programs. Strong international exchange programs are in place for both students and faculty. For more information about the Faculty visit our website at: [www.uleth.ca/faculty](http://www.uleth.ca/faculty). University of Lethbridge is nestled along the banks of the Oldman River in Alberta's third largest city, the University of Lethbridge, primarily an undergraduate and community college. The University of Lethbridge has approximately 7,000 students from 37 countries. In our efforts to provide the best possible education to our students, we focus on excellence in teaching and research and have been rated #1 for research activities among institutions of our size in Canada. For more information about The University of Lethbridge, visit our website at: [www.uleth.ca](http://www.uleth.ca). The City of Lethbridge, The City of Lethbridge, with a population of 72,000 is located three hours north of Great Falls, Montana, and two hours south of Calgary, Alberta. The City's close proximity to Banff National Park, Waterton Lakes National Park and numerous other historical and natural sites within driving distance, make the area a popular cycling, hiking, canoeing, skiing and a wide variety of other activities. High amounts of sunshine throughout all four seasons of the year are complemented by a safe, secure and friendly environment, making Lethbridge a very pleasant place to live and raise a family. For more information about the City of Lethbridge, visit their website at: [www.cityoflethbridge.ab.ca](http://www.cityoflethbridge.ab.ca). Please direct applications and inquiries to Dr. Toni Nelson, Dean, Faculty of Management, University of Lethbridge, 4401 University Drive, Lethbridge, AB, Canada, e-mail: [management.dean@uleth.ca](mailto:management.dean@uleth.ca). The University of Lethbridge is an equal opportunity employer. In accordance with the Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

■ **FINE ARTS** — Algoma University College. The Department of Fine Arts at Algoma University College invites applications for a tenure-track appointment at the level of Assistant Professor, beginning July 1, 2005. The successful candidate will teach undergraduate courses in one of the following: graphic or digital arts and will also coordinate the Fine Arts Program. The coordination responsibilities include program and curriculum development. Candidates with a completed PhD preferred (or equivalent portfolio and exhibition). Interested candidates should forward a letter of application, a curriculum vitae, sample publications, three letters of recommendation from professional references, Dr. Arthur Percin, Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, Ontario, P6A 2G4, or send an e-mail to: [art@algoma.ca](mailto:art@algoma.ca) by December 31, 2004 or until the position is filled. The University website ([www.algoma.ca](http://www.algoma.ca)) offers a good introduction to Algoma University College, situated in Sault Ste. Marie, Ontario, at the heart of the Great Lakes on the Canada-US border. All qualified persons are encouraged to apply; however, Canadians and permanent residents will be given priority. Algoma is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. The position is subject to budgetary approval.

■ **FINE ARTS** — Brandon University. Brandon University invites applications for two departmental tenure-track appointments, subject to budget. In support of our recently established BFA program in Visual and Applied Arts, we are seeking a full-time faculty member to teach in the Visual Arts. The successful candidate will have the ability to teach foundation and upper level art history courses in Aboriginal, western and contemporary art. Applicants with specialization in Aboriginal art, post-colonial theory, contemporary art theory and experience in teaching and publishing are encouraged to apply. Applicants will have a record of teaching success at the university level and an established, members of the publication record. Curatorial experience will be considered an asset. While the PhD is preferred, ABD applicants will also be considered. Foundation and Design. The successful candidate will demonstrate a vital contemporary art practice, a high level of technical skill and a breadth of practical knowledge in a variety of media. Applicants will have strong technical ability in at least two of the following: sculpture, 2-D and 3-D design, drawing, printmaking, historical and contemporary studio practice. An awareness or practice of Aboriginal art is an asset. Applicants must have a strong academic record in basic studio courses at the university level and a strong exhibition record. An MFA is required. The successful candidate must have a minimum of five years professional preparation required for this position. Rank and Salary: Commensurate with qualifications. The successful candidate will be appointed as an Assistant Professor in August 2005 or on the availability of the successful candidate. Deadline for Applications: 31 January 2005 or until the position is filled. The BFA program is currently resident with the Faculty of Arts. Candidates whose research and teaching interests contribute to the Faculty of Arts priority hiring areas are encouraged to apply. Priority areas include Classics, Global Studies, Science and Technology, and Gender and Women's Studies. Interested candidates should forward their vitae, visual documentation of current work on site, CD or VHS, the names of three references, and supporting documentation on teaching and research activities to Dr. Scott Kirk, Lethbridge@brandonu.ca, 270-18th Street, Brandon, Manitoba, Canada R7A 6A9. For additional information about Brandon University, please visit our website: [www.brandonu.ca](http://www.brandonu.ca). All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Both women and men are encouraged to apply.

■ **FRANÇAIS** — Université d'Ottawa. Le département de Lettres Françaises de l'Université d'Ottawa sollicite des candidats à un poste de professeur adjoint conduisant à la permanence des candidatures le 1er juillet 2005. Les candidats doivent avoir une date d'entrée en fonction est le 1er juillet 2005. Domaine: Littérature française du 19e siècle, un intérêt marqué pour la théorie littéraire et des connaissances en informatique sont des atouts. Fonctions: enseignement aux trois cycles d'études, cours de langue française encadrant des étudiants des 2e et 3e cycles; recherches, publications et participation à des équipes de recherche; participation aux activités départementales. La personne choisie devra être rapidement admissible à la Faculté des études supérieures et postdoctorales. Critères d'admissibilité: doctorat, publications, expérience de l'enseignement avec de bonnes évaluations, connaissance passable de l'anglais. Le salaire est fixé selon la convention collective. Prière d'adresser sa lettre de candidature, son curriculum vitae, un exemplaire de ses principales publications, des évaluations de son enseignement et trois lettres de recommandation à M. Pierre Kesteven, Directeur, Département de Lettres Françaises, Université d'Ottawa, 60, rue Université, C.P. 450, Succursale A, Ottawa (Ontario) K1N 6N5, avant le 26 novembre 2004. Toutes les personnes qualifiées sont encouragées à déposer leur candidature. Toutefois, cette offre s'adresse de préférence aux citoyens canadiens et aux résidents permanents. L'université a une politique d'équité en matière d'emploi et encourage fortement les femmes à présenter leur candidature.

■ **FRENCH** — Algoma University College. The Department of Modern Languages (French) at Algoma University College invites applications for a three-year limited-term appointment at the rank of Assistant Professor, starting July 1, 2004. The successful candidate must have completed a PhD or be near completion, and must demonstrate a commitment to both teaching and research/scholarship. We are looking for applicants who are versatile, with an ability to teach a range of literature and language courses at the undergraduate level. Interested candidates should forward a letter of application, a curriculum vitae, sample publications, a statement of teaching philosophy, three letters of recommendation from professional references,

The successful candidate will teach undergraduate courses in one of the following: graphic or digital arts and will also coordinate the Fine Arts Program. The coordination responsibilities include program and curriculum development. Candidates with a completed PhD preferred (or equivalent portfolio and exhibition). Interested candidates should forward a letter of application, a curriculum vitae, sample publications, three letters of recommendation from professional references, Dr. Arthur Percin, Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, Ontario, P6A 2G4, or send an e-mail to: [art@algoma.ca](mailto:art@algoma.ca) by December 31, 2004 or until the position is filled. The University website ([www.algoma.ca](http://www.algoma.ca)) offers a good introduction to Algoma University College, situated in Sault Ste. Marie, Ontario, at the heart of the Great Lakes on the Canada-US border. All qualified persons are encouraged to apply; however, Canadians and permanent residents will be given priority. Algoma is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. The position is subject to budgetary approval.

■ **FRENCH HISTORY** — University of Toronto. The Department of History, University of Toronto, St. George campus, invites applications for a tenure-track position in the field of French history, c. 1550 to c. 1830, with expertise in any topic dealing with France and/or the francophone world in this era. The Department intends to make an appointment for July 1, 2005, at the Assistant Professor rank. Applicants must have a PhD in French history and a record of excellence in teaching and research. The University of Toronto is a three-campus university with a primary graduate department on the St. George campus. Studies consist of research and graduate and undergraduate teaching. Salary commensurate with experience and qualifications. Applications should be sent to Professor Lorna Jane Abay, Chair, Department of History, Sidney Smith Hall Room 070, 100 St. George St., Toronto Ontario M5S 3G3. Applications should include curriculum vitae, DNE writing sample (e.g., an essay about a conference paper), a statement of future research interests. Students survey relevant teaching experience (e.g., course outlines and handouts, student survey results) and a statement of teaching and future research interests. Applicants should also seek three referees to write letters directly to Professor Abay. Applications must be received by December 31, 2004. The University of Toronto is a strongly committed to diversity within its community and encourages applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual orientation groups and others who may contribute to the further diversification of ideas. We offer opportunities to work in innovative programs, including Aboriginal, Canadian, environmental, ethno-cultural, sexual diversity, gender and women's studies. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **GEOGRAPHY** — Simon Fraser University. The Department of Geography at Simon Fraser University seeks to appoint an Assistant Professor in the field of Geography. This position is a tenure-track appointment starting September 1, 2005. Applicants must have a PhD and a strong research record. All applicants should have demonstrated expertise in the geographical aspects of contemporary relationships. Desirable research specialties may include: the greening of the economy; energy or water development; or rural sustainability. Teaching and research experience in environmental and other courses in the Environmental Science Major. Applicants should forward curriculum vitae, a statement of research interests and career goals, and a reprint or sample of research writing to Dr. Alex Clapp, Chair, Appointments Committee, Department of Geography, Simon Fraser University, Burnaby, British Columbia, Canada V5A 1S8. They should also arrange for three confidential references to be sent to the Chair under separate cover. The deadline for all materials is December 6, 2004. For additional information, visit [www.sfu.ca/geography](http://www.sfu.ca/geography). All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified persons. The position is subject to final budgetary approval.

■ **GEOGRAPHY** — University of Toronto. The Department of Geography at the University of Toronto, Planning University of Toronto, invites applications for a tenure-track appointment in the field of Urban Geography. This is a position with expertise in contemporary cities, with priority given to applicants who specialize in one or more of the following: development, social inequalities and social/polarization. An interest in North American cities would be an asset. The appointment will be at the rank of Assistant Professor and will begin on July 1, 2005. The appointee would be expected to contribute to graduate teaching and supervision, and to develop a research program. A PhD in Geography or a closely related discipline, an established record of high quality scholarly research and publication, and a demonstrated commitment to excellence in teaching. Additional information on the Department can be obtained through the World Wide Web (<http://www.geog.utoronto.ca>). Please send applications to Professor Joseph R. Desloges, Chair, Department of Geography, University of Toronto, Planning University of Toronto, 100 St. George Street, Toronto, Ontario, Canada M5S 3G3. Applications should include a curriculum vitae, a statement of research interests, the future research interests, examples of publications, and materials relevant to teaching experience. Applicants should seek three referees to write letters directly to Professor Desloges. Materials must be received by January 6, 2005. Applications will be accepted. The University of Toronto is strongly committed to diversity within its community and encourages applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. We offer opportunities to work in many collaborative programs, including Aboriginal, Canadian, environmental, ethno-cultural, sexual diversity, gender

to Dr. Arthur Percin, Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, Ontario, P6A 2G4, or send an e-mail to: [art@algoma.ca](mailto:art@algoma.ca) by December 31, 2004 or until the position is filled. The University website ([www.algoma.ca](http://www.algoma.ca)) offers a good introduction to Algoma University College, situated in Sault Ste. Marie, Ontario, at the heart of the Great Lakes on the Canada-US border. All qualified persons are encouraged to apply; however, Canadians and permanent residents will be given priority. Algoma is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. The position is subject to budgetary approval.

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■ **GEOGRAPHY** — Simon Fraser University. The Department of Geography at Simon Fraser University seeks to appoint an Assistant Professor in the field of Geography. This position is a tenure-track appointment starting September 1, 2005. Applicants must have a PhD and a strong research record. All applicants should have demonstrated expertise in the geographical aspects of contemporary relationships. Desirable research specialties may include: the greening of the economy; energy or water development; or rural sustainability. Teaching and research experience in environmental and other courses in the Environmental Science Major. Applicants should forward curriculum vitae, a statement of research interests and career goals, and a reprint or sample of research writing to Dr. Alex Clapp, Chair, Appointments Committee, Department of Geography, Simon Fraser University, Burnaby, British Columbia, Canada V5A 1S8. They should also arrange for three confidential references to be sent to the Chair under separate cover. The deadline for all materials is December 6, 2004. For additional information, visit [www.sfu.ca/geography](http://www.sfu.ca/geography). All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified persons. The position is subject to final budgetary approval.

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**KINESIOLOGY—University of Winnipeg.** The Department of Kinesiology at the University of Winnipeg, 500 Broadway, Winnipeg, MB R3S 0W4, Canada, invites applications from qualified men and women for a probationary full-time position as an Assistant Professor, Instructor, lecturer, or assistant professor, depending upon budgetary and qualifications. Subject to budgetary and qualifications, the position is full-time. Salary is commensurate with qualifications and experience. Applications are invited from persons who have demonstrated teaching expertise in courses within the Athletic Therapy curriculum and/or exercise science (biomechanics, physiology, psychology, etc.). Applicants should have a PhD completed or underway, have the ability to conduct research, and have been employed in a teaching position. The Department of Kinesiology and Applied Health Sciences, University of Winnipeg, is primarily an undergraduate institution with a strong commitment to undergraduate teaching excellence and research. The Department is currently seeking and applying for several students pursuing a major in Kinesiology, students pursuing Athletic Therapy, as well as Education students. The University of Winnipeg is an equal opportunity institution and encourages diversity in the workplace and encourages applications from persons of all ages, ethnicities, and backgrounds of visible minorities, aboriginal persons and persons with disabilities. The University of Winnipeg has specific requirements for Canadian Immigration and Citizenship. The University is currently directed to Canadian citizens and permanent residents. Interested candidates should send their curriculum vitae, including a list of references, to: Dr. David Fitzpatrick, Chair, Department of Kinesiology, University of Winnipeg, 500 Broadway, Winnipeg, MB S4S 0W4, Canada. Tel: 204.783.8866. Fax: 204.783.8866. E-mail: [hr@uwinnipeg.ca](mailto:hr@uwinnipeg.ca).

ies ([www.ucla.ca/humanities/](http://www.ucla.ca/humanities/)) or the Department of History ([www.stu.ca.ca/history/](http://www.stu.ca.ca/history/)). All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. This position is subject to budgetary approval.

■ **HUMANITIES COMPUTING** — University of Alberta, The Faculty of Arts, University of Alberta, invites applications for a full-time continuing position, at the Assistant

one tenure- or tenure-track position in industrial relations beginning July 1, 2005. Candidates with backgrounds in areas related to industrial relations, such as labour relations, human resources management, organizational behavior, labour law, sociology or psychology are encouraged to apply. The rank is open and all qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Applicants are expected to have completed a PhD (or equivalent) by July 1, 2005 and have an excellent record of high quality research and teaching appropriate to the position.



## CAREERS CARRIÈRES

experience in curriculum design and development and familiarity with (or interest in) Internet-based distance education. Applicants must be able to work effectively in a team environment focused on a common vision and operational goals. We offer a comprehensive compensation package, with starting salary based on qualifications on experience. RU is an equal opportunity employer, committed to the principle of equity in employment. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority consideration. Additional faculty opportunities in the areas of business strategy, international business and corporate/social responsibility may also be available, subject to budgetary approval. To apply or find out more information, visit our "Careers at RU" page on our website at [www.ru.acad.ca](http://www.ru.acad.ca)

■ **MARKETING, BUSINESS ECONOMICS & LAW** — University of Alberta. The Department of Marketing, Business Economics & Law, University of Alberta, invites applications for a full-time, tenure-track position in International Business, at the assistant professor level. Appointment to a more senior position may be considered, depending on qualifications and experience. The successful candidate will teach in the department's International Business programs at both the undergraduate and MBA levels and will conduct research in any area of international research including, but not limited to, international Business, International Economics, International Finance and International Management.

The candidate will be expected to participate in developing further the School's growing international focus, including the MBA specialization in International Business. The University of Alberta is one of the leading research universities in Canada. Candidates should have a strong commitment to excellence in research and teaching. This position is subject to funding. Salary (as per Collective Agreement) is competitive with business schools in Canada. The competition will remain open until the position is filled. Applicants should have, or be close to completing a PhD in an appropriate field. Send applications to Dr. Richard D. Johnson, Chair, Department of Marketing, Business Economics and Law, The University of Alberta School of Business, Edmonton, Alberta, Canada T6G 2R6 (mailto:ru@ualberta.ca). All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **MATHEMATICS** — University of Waterloo. The Faculty of Mathematics at the University of Waterloo invites applications for up to three tenure-track positions in the areas of finance, operations research, business logistics, business process control, statistical applications in business, and information systems applied to busi-

ness. Applicants at all levels will be considered. The successful candidates will be appointed as regular faculty in the Department of Combinatorics and Optimization, the School of Computer Science, or the Department of Statistics & Actuarial Science, as appropriate. These are the academic units participating in the Mathematics Faculty's business-related programs (namely, Actuarial Science, Operations Research, Math/Chartered Accounting, Math/Business, and the BMath/BBA Double Degree program, jointly offered with the School of Administrative Sciences at Wilfrid Laurier University). A PhD in a relevant discipline is required, with evidence of, or potential for, excellence in teaching and research. The successful applicants are expected to maintain an active program of research, to attract and supervise graduate students, to participate in undergraduate teaching in support of the business-related programs, and to contribute to the administration. Applications should be directed to Dr. Alan George, Dean, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 by December 20, 2004. Application materials should include a curriculum vitae and the names and addresses of at least three references. Submissions via email to [jag@uwaterloo.ca](mailto:jag@uwaterloo.ca) are encouraged. The start date of the positions is negotiable. Applications will be considered as soon as they are complete and as long as positions remain available. The University of Waterloo encourages applications from all qualified individuals, including women, members of

visible minorities, native peoples, and persons with disabilities. Canadian Citizens and Permanent Residents will be considered first for these positions.

■ **MATHEMATICS** — University of Waterloo. The Department of Pure Mathematics at the University of Waterloo invites applications for a tenure-track position starting July 1, 2005. The Department is particularly interested in candidates with research interests in algebra, geometry or topology, though outstanding candidates in all areas of pure mathematics will be considered. A candidate must have a PhD by the start of the appointment. Postdoctoral experience is preferred. An appointment will be offered only to someone with outstanding research and teaching qualifications. Applicants should submit their curriculum vitae, together with the names of at least three referees, and should arrange for letters of reference to be sent directly to the referees. The deadline for applications is December 1, 2004. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal peoples, and persons with disabilities. Please send applications to Dr. F. Zanetti, Department of Pure Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. The department's Web page is at [http://www.math.uwaterloo.ca/PM\\_Dep/index.shtml](http://www.math.uwaterloo.ca/PM_Dep/index.shtml)

■ **MECHANICAL & MATERIALS ENGINEERING** — University of Western Ontario. The Department of Mechanical and Materials Engineering at The University of Western Ontario invites applications for one probabilistic (tenure-track) position in one of the following areas: Thermofluids (with interests in experimental work and/or propulsion); Solid Mechanics (with interest in the use of smart materials); Dynamics (with interest in flight dynamics); Design/Manufacturing. The Department has 20 faculty, 12 members, and over 90 graduate students enrolled in the MSc and PhD programs (<http://www.eng.uwo.ca/mechanical>) and is involved in research in five strategic areas (thermo fluids, materials, biomechanics, manufacturing, solid mechanics and dynamics). The Department is close to the NRC Integrated Manufacturing Technologies Institute (IMTI) and interaction with this Institute is a Faculty priority. Preference will be for an appointment at the level of Assistant/Associate Professor, a tenure appointment at the level of Associate Professor or Professor will be considered for an exceptional candidate. The successful candidate must develop vigorous research activities, collaborate with existing research groups, attract research funding, supervise graduate students, instruct in undergraduate and graduate courses, and undertake other educational and professional activities, including participation in the normal administrative responsibilities of the Department, Faculty and University. Teaching in their area of expertise is expected, as well as in more general engineering courses. Applicants must hold a PhD degree (or be close to its completion), have a proven research record, and have excellent communication and teaching skills. The successful candidate must be committed to, and eligible for, registration as a professional engineer in Ontario. Past teaching or professional engineering experience is expected and will be an important consideration in the selection of the successful candidate. Salary and rank will be commensurate with experience and proven record of excellence. The deadline for receiving applications is November 10, 2004, although applications will be accepted until the position is filled. Applications, including curriculum vitae, and the names of three referees should be addressed to: Acting Chair, c/o C-Series, Administrative Assistant, Department of Mechanical and Materials Engineering, Faculty of Engineering, The University of Western Ontario, London, Ontario, Canada N6A 5B9. The inquiries and submissions may also be sent to: [csere@eng.uwo.ca](mailto:csere@eng.uwo.ca). Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal peoples and persons with disabilities.

■ **MECHANICAL ENGINEERING** — University of British Columbia. The Department of Mechanical Engineering at the University of British Columbia invites applications for a tenure-track faculty position at the Assistant or Associate Professor level, depending on qualifications. As a result of our currently expanding undergraduate and graduate programs, we are interested in high quality candidates in the areas of Fluid Mechanics, Thermodynamics, Heat Transfer or related areas. The intention is to build on the strength of our existing research programs and staff and faculty. The successful candidate will be required to teach at the undergraduate and graduate levels, supervise undergraduate and graduate students, establish a viable, externally-funded research program and undertake administrative duties of the department and faculty. Salary (as per Collective Agreement) and rank will be commensurate with qualifications and experience. Candidates must hold a PhD in Mechanical Engineering or related Engineering discipline or expect to receive one before March 1, 2005. Research and/or industrial experience beyond a doctoral degree is desirable. Successful candidates will be expected to register as a professional engineer with the Association of Professional Engineers, Geologists and Geophysicists of Alberta. Interested candidates should send a curriculum vitae, names of three references, a statement of current and future research interests, as well as a special research plan and three papers most relevant to their research interests, to: Chair, Department of Mechanical Engineering, University of British Columbia, Vancouver, B.C., Canada V6T 1Z4. Applications will be accepted until December 15, 2004. Information about the department can be found at <http://www.mech.ubc.ca>. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of British Columbia hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **MECHANICAL ENGINEERING** — University of British Columbia. The Department of Mechanical Engineering at the University of British Columbia invites applications for a tenure-track faculty position at the Assistant Professor rank, partly funded by the University Faculty Awards (UFA) Program of the Natural Sciences and Engineering Research Council of Canada (NSERC). The starting date will be May 2006, or as soon as possible thereafter. The goal of the University Faculty Awards program is to advance the representation of women and Aboriginal peoples in faculty positions in the natural sciences and engineering. The successful candidate will hold a PhD degree or equivalent in Mechanical Engineering or a closely related field and will be expected to register as a Professional Engineer in British Columbia. We are interested in candidates with a strong commitment to teaching excellence and an excellent research record in thermofluids, dynamics/vibrations, control engineering, or mechanics. A strong background in fluid engineering background will also be considered if their research interests substantiate a closely related field and will be expected to register as a Professional Engineer in British Columbia. Further information on the department is available at [www.mech.ubc.ca](http://www.mech.ubc.ca), and information on the employment environment in the Faculty of Applied Science is available at [www.apsc.ubc.ca/careers](http://www.apsc.ubc.ca/careers). The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified Canadian citizens and permanent residents are encouraged to apply. Further information on the UFA Program is available at [www.nserc.ca](http://www.nserc.ca). The position is subject to final budgetary approval by the University and NSERC. Applicants should submit a complete curriculum vitae, a statement (1-2 pages) of research and teaching interests, and names and addresses of three referees (included) of four referees to: Professor Nimal Rajapakse, P.Eng., Head, Department of Mechanical Engineering, University of British Columbia, Vancouver, B.C., Canada V6T 1Z4. The closing date for applications is December 15, 2004. Please do not forward applications by email.

■ **MECHANICAL ENGINEERING** — University of Alberta. The Department of Mechanical Engineering at the University of Alberta invites applications for a full-time, tenure-track position at the Assistant or Associate Professor level, depending on qualifications. As a result of our currently expanding undergraduate and graduate programs, we are interested in high quality candidates in the areas of Fluid Mechanics, Thermodynamics, Heat Transfer or related areas. The intention is to build on the strength of our existing research programs and staff and faculty. The successful candidate will be required to teach at the undergraduate and graduate levels, supervise undergraduate and graduate students, establish a viable, externally-funded research program and undertake administrative duties of the department and faculty. Salary (as per Collective Agreement) and rank will be commensurate with qualifications and experience. Candidates must hold a PhD in Mechanical Engineering or related Engineering discipline or expect to receive one before March 1, 2005. Research and/or industrial experience beyond a doctoral degree is desirable. Successful candidates will be expected to register as a professional engineer with the Association of Professional Engineers, Geologists and Geophysicists of Alberta. Interested candidates should send a curriculum vitae, names of three references, a statement of current and future research interests, as well as a special research plan and three papers most relevant to their research interests, to: Chair, Department of Mechanical Engineering, University of Alberta, Edmonton, Alberta, Canada T6G 2G8. Applications will be accepted until December 15, 2004. Information about the department can be found at <http://www.mech.ualberta.ca>. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **MECHANICAL ENGINEERING** — University of Waterloo. The Department of Mechanical Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track position at the Assistant or Associate Professor rank, in the area of Experimental Fluid Mechanics. Information about the Faculty and Department can be found at <http://www.eng.uwaterloo.ca/>. Duties will include teaching of undergraduate and graduate courses in the Cooperative Education program, supervising graduate students, and undertaking an active research program. The successful applicant will have a strong background and research interest in the measurement and physical modeling of fluids. Possible research areas include, but not limited to, environmental flow, microfluidics, microfluidics, thermo-acoustics and flow fields in fire safety. Applicants must hold a PhD degree, have an excellent communication skills, and should be eligible for registration as a professional engineer in the Province of Ontario. Successful candidates must demonstrate potential for excellence in developing and teaching courses at the undergraduate and graduate levels, supervising undergraduate and graduate student research, establishing a viable externally funded research program and providing service to the Department. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. All candidates will be requested to apply for professional registration with the Professional

## Arts et sciences

La Faculté des arts et des sciences sollicite des candidatures pour :

- deux postes de professeur ou professeur  $\rightarrow$  au rang d'adjoint, au Département de communication, dans les domaines suivants : communication internationale et inter-culturelle; communication internationale et politique; médias et nouvelles dynamiques sociales; relations publiques et publicité.
- un poste de professeur ou professeur  $\rightarrow$  au rang d'adjoint, au Département d'études anglaises, dans le domaine de la littérature américaine du 20<sup>e</sup> siècle ou en littérature de la diaspora africaine.
- un poste de professeur ou professeur  $\rightarrow$  au rang d'adjoint ou récemment agrégé, au Département d'études françaises, pour une chaire junior en littérature québécoise.
- un poste de professeur ou professeur  $\rightarrow$  au rang d'adjoint, au Département d'histoire de l'art et d'études cinématographiques, dans les domaines suivants : production cinématographique, vidéographique et en nouveaux médias.
- un poste de professeur ou professeur  $\rightarrow$  au rang d'adjoint, au Département d'histoire de l'art et d'études cinématographiques, dans le domaine de l'histoire l'art du XVII<sup>e</sup> siècle.
- un poste de professeur ou professeur  $\rightarrow$  au rang d'adjoint ou d'agrégé, au Département de mathématiques et de statistique, dans le domaine de la statistique.
- un poste de professeur ou professeur  $\rightarrow$  au rang d'adjoint ou d'agrégé, au Département de mathématiques et de statistique, dans le domaine de l'actuariat.
- un poste de professeur ou professeur  $\rightarrow$  au rang d'adjoint, au Département de psychologie, dans le domaine de la psychologie du travail et des organisations.
- deux postes de professeur ou professeur  $\rightarrow$  au rang d'adjoint, au Département de science politique, dans les domaines suivants : idées politiques; économie politique internationale; politiques publiques.
- trois postes de professeur ou professeur  $\rightarrow$  au rang d'adjoint, au Département de sciences biologiques, dans les domaines suivants : contrôle hormonal; systématique et biodiversité des invertébrés, mycologie.
- deux postes de professeur ou professeur  $\rightarrow$  au rang d'adjoint ou récemment agrégé, au Département de sciences économiques, dans les domaines suivants : économie internationale, macroéconomie, microéconomie appliquée.
- un poste de professeur ou professeur  $\rightarrow$  au rang d'adjoint ou d'agrégé, au Département de sociologie, dans le domaine de la sociologie de la santé ou de la sociologie des relations ethniques.

Date d'entrée en fonction : Variable selon les postes (sous réserve d'approbation budgétaire).

Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse en priorité aux citoyens canadiens et aux résidents permanents. L'université souscrit à un programme d'accès à l'égalité en emploi pour les femmes et au principe d'équité en matière d'emploi.

Pour de plus amples informations, veuillez consulter notre site web : [www.fas.umontreal.ca](http://www.fas.umontreal.ca)

Université  
de Montréal

# CARRIÈRES

Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience with a curriculum vitae and a list of three referees. Professor G. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1.

■ **MECHANICAL ENGINEERING** – University of Waterloo. The Department of Mechanical Engineering invites applications for a tenure track position in the area of Solid Mechanics, with expertise in Structural Mechanics, at the Assistant, Associate, or Full Professor rank. We are particularly interested in teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. The successful applicant will have expertise in numerical modeling of biomechanics with a focus on constitutive behavior of complex biological tissues, the structural interaction of biological tissues and common engineering materials; and/or, theories of traumatic failure in application areas such as the head, torso spine and synovial joints. Current research interests in the department are in the areas of joint replacement implants, musculoskeletal biomechanics and crashworthiness. Strength in undergraduate design project supervision, teaching of mechanical design, and collaboration with other faculty members is considered essential. Applicants must hold a PhD in Mechanical Engineering and have relevant experience, potential to provide excellent teaching, and a strong commitment to excellence in teaching, excellent communication skills, and the willingness to teach both undergraduate and graduate courses in Mechanical Engineering. It is anticipated that the appointment will begin in January of 2005 as soon as possible thereafter. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and people with disabilities. However, Canadian citizens and permanent residents will be given priority. All candidates will be expected to apply for professional registration with the Professional Engineers of Ontario at the appropriate time in order to be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three referees to: Dr. G. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1.

■ **MEDICAL EDUCATION RESEARCH** – University of Alberta. The Department of Medicine seeks an established medical education researcher with a solid publication record and evidence of providing leadership to others in medical education research to adjust appointment to the position of Studies in Medical Education, a unit that already has a program of research in medical education, to be provided. The position will be 75% research and 25% consultation on various educational issues such as curriculum development, evaluation, etc. Specific duties include the acquisition of external operating funds, the establishment and maintenance of a professional, nationally recognized research program, leadership to young faculty in the design and delivery of medical education research and the supervision of students in medical education research. The successful candidate will be a PhD degree holder in Medical Education, Educational Psychology or a related field or have an MD degree with formal training in medical education. A demonstrated record of scholarly publication and grant success is necessary, as well as proven ability to be an exceptional instructor. This position reports directly to the Chair of the Department of Medicine. The University of Alberta is one of the major research universities in Canada with over 30,000 students, research funding that exceeds \$250 million yearly, more than 400 distinct research laboratories and more than 110 masters and 60 doctoral programs. The library is the second largest in Canada and the highest quality of teaching has been recognized with over 22 national teaching awards in the 1990s. The 50 hectare campus contains outstanding educational, research and cultural facilities and has been a major host site for events such as the World University Games, the Commonwealth Games and the 2001 World Championships in Athletics. Over 180 formal linkages have been forged with institutions in 46 countries. The University of Alberta vital international academic relationships, of Edmonton, with a metro population of about 500,000, is the cosmopolitan capital of Alberta and is famous for its verdant river valley, vibrant festivals, outstanding cultural organizations and facilities, the success of its professional and amateur athletes, its average of 12.3 hours daily of sunshine and the lowest taxes in the country. Salary (under Collective Agreement) and rank will be commensurate with qualifications and experience. Interested individuals are requested to submit an application, curriculum vitae and the names and addresses of three referees by November 30, 2004 for consideration. Please send application to: University of Alberta, Edmonton, Alberta, T6G 2G7. All qualified candidates are encouraged to apply. However, Canadian citizens and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, the University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities and Aboriginal peoples.

■ **MODERN LANGUAGES/FRENCH** – Saint Mary's University. The Department of Modern Languages and Classics, Saint Mary's University, invites applications for a tenure track appointment in the area of French at the Assistant Professor starting July 1, 2005. The Department is seeking an individual with a primary research focus in FSL and Second Language Acquisition and a demonstrated record of effectiveness in undergraduate language teaching at all levels. The successful candidate will be able to combine research interests in one or more of such fields as applied linguistics, technology-mediated language instruction, second language teaching and learning with French program development, course design and coordination of multisectioned

courses in the Department. Secondary instruction in other fields in French studies and the ability to teach in French would be decided assets. Applicants should hold a PhD or be near completion at the time of application. Competencies in French in French and English, and be familiar with French education in the Canadian context. Saint Mary's University is uniquely committed to serving the local, regional, national and international communities. The University is committed to serving the local, regional, national and international communities through outreach activities, community based research programs, and contributions to life-long learning. A distinctly international character is reflected in its proportion of international students and study abroad opportunities, including one in Angkor, France. We are particularly interested in candidates who can contribute to the greater internationalization of the Saint Mary's curriculum as a way of engaging global issues and of preparing students to live and work in a global environment. Letters of application accompanied by an up-to-date curriculum vitae, three confidential letters of reference addressed to the Chair of the Department, and a teaching evaluation including recent teaching evaluations should be sent to: Dr. Paul Bernard, Chair, Department of Modern Languages and Classics, Saint Mary's University, Halifax, Nova Scotia B3H 3C3. E-mail: paul.bernard@smu.ns.ca. The application deadline is November 22, 2004. Although candidates of all nationalities are encouraged to apply, Canadian Immigration policy requires that priority consideration be given to qualified Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities, and people with disabilities. Visit our web site at [www.smu.ca](http://www.smu.ca).

■ **MUSIC** – University of Western Ontario. The Department of Music History, Don Wright Faculty of Music and the Faculty of Information and Media Studies (FIMS), The University of Western Ontario (UWO) seek a specialist in Popular Music Studies for a tenure track appointment at the rank of Assistant Professor to begin July 1, 2005 (salary \$57,680). The ideal candidate will have a PhD in a relevant discipline, a popular music in both the faculties, and will join five faculty members already carrying out research in popular music in popular music studies across FIMS and Music History. Together, we are in the planning stages of interdisciplinary graduate degrees in Popular Music Studies. The successful candidate will demonstrate the ability to contribute to undergraduate programs in Music (Popular Music), and FIMS (Media, Information and Technology) and will provide evidence of research excellence in the area of Popular Music Studies. We are looking for a faculty member with the appropriate background in critical theory and research who can play a leadership role in developing a new interdisciplinary graduate program in Popular Music. The successful candidate may also have the ability to teach/supervise in the interdisciplinary graduate programs in the two units. Production and media skills may be considered an asset. A PhD in a relevant discipline is expected by the appointment's commencement. UWO's Faculty of Information and Media Studies (FIMS) is dedicated to the advancement of knowledge about media, communications and information technology. Interweaving theory and practice, the Faculty examines the cultural industries, institutions, and practices that go beyond information and entertainment while investigating the creation and operation of technologies of communication and the technologies of individuals and society. Undergraduate program in Media, Information and Technology enjoys the participation of 700 students each year, and around the world. UWO's Faculty of Music is home to some 450 undergraduate and 60 graduate students. Currently, approximately 30 undergraduate pursue popular music through two programs in the Department of Music History: the BA in Music History (Popular Music Studies) and the BA in Music Administrative Studies (a program which prepares students for management careers in the music industry). The Department's interdisciplinary teaching mission embraces both the historical and creative aspects of popular music, and its courses are offered in the history and critical study of songs, recordings, genres, and artists, as well as songwriting and desktop music production. Undergraduate students may pursue popular music topics in both the MA and PhD programs in Music History. Send letters of reference, curriculum vitae, and three letters of reference, and two samples of scholarly work (op-eds, dissertation chapters, etc.) to: Dr. Robert Tort, Chair, Department of Music History, Don Wright Faculty of Music, The University of Western Ontario, London, Ontario, Canada N6A 3K7. The application deadline is 1 February 2005 or until filled. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal peoples.

■ **MUSIC** – Carleton University. Subject to budget approval, the School for Studies in Art and Culture at Carleton University wishes to make two tenure-track appointments in the area of ethnomusicology at the Assistant/Associate Professor level to begin July 1, 2005. The School's music program offers both the B.A. and M.A. degrees, and was one of the first in Canada to place Canadian music, traditional music, and popular music on an equal basis with European music in the classical tradition. The School is currently developing an interdisciplinary ethnomusicology focus on the cultural and historical study of music and its history. Musical culture turns one of the streams in the University's doctoral program in Cultural Media Studies (see [http://www.carleton.ca/cslac/p\\_hnd\\_inform.htm](http://www.carleton.ca/cslac/p_hnd_inform.htm)). Music faculty also contribute to the graduate program in Canadian Studies, including the School of Canadian Studies' doctoral program. Although any substantial area of expertise in ethnomusicology, the preferred fields are: Canadian music, world music, nineteenth/twentieth-century music, and popular music studies. A PhD,

teaching experience, and a good research record are required. Successful candidates will demonstrate potential for excellence in research as well as teaching and be prepared to teach at all levels. Successful candidates should have a strong research and methodological interests in Music and Cultural Theory is essential. Applicants should submit a curriculum vitae, a statement of teaching philosophy, any available teaching evaluations (with an explanation of scores), and the names, addresses, telephone numbers and e-mail addresses of three referees, should be sent to: Dr. Bryan Clifton, Director, School for Studies in Art and Culture, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6, Canada, email: Bryan.Clifton@carleton.ca. At the same time, candidates should arrange to have three referees forward supporting letters to the 5-June address, preferably by email. All qualified candidates are encouraged to apply. The appointment will commence July 1, 2005. Ethnomusicology at Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. Applications will be reviewed beginning November 15, 2004.

■ **MUSIC** – University of Alberta. The Department of Music at the University of Alberta invites applications for a tenure track appointment at the rank of Assistant Professor in Music Theory. While we are eager to receive applications from candidates across a wide range of specializations, we are particularly interested in those whose focus is historical musicology. The successful candidate will be expected to teach at all levels, to supervise both undergraduate and graduate students, to serve on departmental and university committees, and contribute to the development of a graduate program built on the active interaction of ethnomusicology, historical musicology, and music composition. Salary for this rank begins at \$51,768 (2004-5 level) and the position includes the full range of benefits. The appointment will commence July 1, 2005. Candidates should send a letter of application, complete curriculum vitae (with full contact information, including phone numbers and e-mail address), graduate transcript, selected writing samples from recent research publications (maximum suggested length 25 pages maximum suggested), and two confidential letters of reference. The application deadline is 5 January 2005. All application materials should be sent directly to: Professor Leonard Ratliff, Chair, Department of Music, 362 Fine Arts Building, University of Alberta, Edmonton, AB, T6G 2C9, Canada. For further information about the University of Alberta and the Department of Music, please visit our web site at: <http://www.ualberta.ca/music>. Inquiries concerning this position may be directed to the Chair at [leonard.ratliff@ualberta.ca](mailto:leonard.ratliff@ualberta.ca). All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal peoples. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIP).

■ **MUSIC** – University of Alberta. The Department of Music at the University of Alberta invites applications for a tenure track appointment at the rank of Assistant Professor in Historical Musicology. The successful candidate will be expected to teach at all levels, to supervise both undergraduate and graduate students, to participate in administrative work including service on departmental and university committees, and to contribute to the development of a graduate program built on the active interaction of ethnomusicology, music theory, and historical musicology. Salary for this rank begins at \$51,768 (2004-5 level) and the position includes the full range of benefits. The appointment will commence July 1, 2005. Candidates should send a letter of application, complete curriculum vitae (with full contact information, including phone numbers and e-mail address), graduate transcript, samples of writing from recent research publications (maximum suggested length 25 pages suggested), and three confidential letters of reference. The closing date for applications is 5 January 2005. All application materials should be sent directly to: Professor Leonard Ratliff, Chair, Department of Music, University of Alberta, Edmonton AB T6G 2C9, Canada. For information about the University of Alberta and the Department of Music, please visit our web site at: <http://www.ualberta.ca/music>. Inquiries concerning this position may be directed to the Chair at [leonard.ratliff@ualberta.ca](mailto:leonard.ratliff@ualberta.ca). All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal peoples. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIP).

■ **MUSIC** – University of Alberta. The Department of Music at the University of Alberta invites applications for a tenure track appointment at the rank of assistant professor in ethnomusicology. Applicants should have a completed PhD, or be near completion by the appointment date, and

have relevant teaching experience and publications. The successful candidate will demonstrate potential for excellence in research as well as teaching and be prepared to teach at all levels. Successful candidates should have a strong research and methodological interests in Music and Cultural Theory is essential. Applicants should submit a curriculum vitae, a statement of teaching philosophy, any available teaching evaluations (with an explanation of scores), and the names, addresses, telephone numbers and e-mail addresses of three referees, should be sent to: Dr. Bryan Clifton, Director, School for Studies in Art and Culture, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6, Canada, email: Bryan.Clifton@carleton.ca. At the same time, candidates should arrange to have three referees forward supporting letters to the 5-June address, preferably by email. All qualified candidates are encouraged to apply. The appointment will commence July 1, 2005. Ethnomusicology at Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. Applications will be reviewed beginning November 15, 2004.

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209, Canada. For information about the Department of Music, please consult the Department website at <http://www.ualberta.ca/music>. Inquiries concerning this position may be directed to the Chair at [leonard.ratliff@ualberta.ca](mailto:leonard.ratliff@ualberta.ca). All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal peoples. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIP).

■ **NEUROSCIENCE** – University of Toronto. The University of Toronto at Mississauga (UTM), Department of Biology, invites applications for a tenure track faculty position in Neuroscience at the level of Assistant Professor, effective July 1, 2005. We are particularly interested in a neuroscientist with expertise in the molecular and cellular basis of the nervous system at the physiological level. Depending on the interests of the individual, teaching could include vertebrate

physiology and Pharmacokinetics. There is also an opportunity to teach in the Masters of Biotechnology program at UTM. Details are at [http://link.library.utoronto.ca/academicjobs/display\\_job\\_detail\\_public?DID=1509](http://link.library.utoronto.ca/academicjobs/display_job_detail_public?DID=1509). The successful applicant will have a PhD and preferably postdoctoral experience, an outstanding academic record and evidence of potential for excellence in teaching. Salary will be commensurate with qualifications and experience. The successful candidate will be to-tenured in the Department of Biology, University of Toronto at Mississauga (UTM), and will also be a member of the graduate Department of Zoology, University of Toronto. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants will be accepted until 15 December 2004. Applicants should send a curriculum vitae, statement of teaching philosophy and interests, an outline of their proposed research, and letters of recommendation sent on their behalf to: Professor Robert Baker, Chair, Department of Biology, University of Toronto at Mississauga, Mississauga, Ontario, Canada L5L 1C6. <http://www.utoronto.ca/~wbiology/homepage/>.

The successful candidate will be expected to build a strong research program in Cell Biology/Neurobiology to be active in graduate student supervision at the graduate and undergraduate level. Applicants should have a productive, independently funded research program or be competitive for immediate funding from major Canadian granting agencies. The successful candidate must complement established research programs and establish collaborations with researchers within the Department of Anatomy and Cell Biology. Currently, the Department has strong research programs in the areas of Gap Junctions and Cell-Cell Interactions, Stroke and Neurodegeneration, Cardiovascular Disease and Vascular Biology, and Cancer Cell Biology. Preference will be given to applicants who have expertise in the Cell Biology of cell-cell interactions. The successful candidate will have access to over \$2 million in CFIOIT infrastructure equipment dedicated to advanced cell imaging and analysis. Candidates must hold a doctoral degree and have appropriate postdoctoral training.

Please send a detailed Curriculum Vitae, a short statement of research interests and the names of three referees to:

Dr. Brian Flumerfelt, Chair  
Department of Anatomy and Cell Biology  
Medical Science Building  
University of Western Ontario  
London, Ontario, Canada, N6A 3C1

Applications will be accepted until the position is filled.

Positions are subject to budget approval. Applications should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

## Faculty Positions Available

The Faculty of Arts at the University of Regina invites applications for the following tenure track appointments at the rank of Assistant Professor with a commencing date of July 1, 2005:

### Department of French

The successful candidate will be expected to do research, teach literature and culture at the undergraduate level and contribute to graduate teaching and supervision. For the first three years of the appointment he or she will be seconded to the *Institut français* as Directeur du Centre de recherches sur les francophones minoritaires.

### School of Journalism

Candidates should have a substantial professional experience in journalism (with specialization in broadcast news and current affairs) and in the teaching of journalism. The school welcomes applications from those holding advanced degrees in other disciplines such as political science, media, cultural and literary studies. This position may also be appointed at the rank of Associate Professor.

### Department of Sociology and Social Studies and the Department of Justice Studies

The successful candidate will have teaching responsibilities and a research program in interdisciplinary criminal justice studies and environmental studies, such as the sociology of the environment, environmental justice, or related topics.

### Women's Studies Programme

Suggested areas of competency for the successful candidate include, but are not limited to, Prairie farmwomen and work, gender analysis of rural women, Indigenous women in Canada, women's national and global health studies, women and violence, and feminist methodologies and theories.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Regina is committed to the principles of employment equity and is a partner in the Aboriginal Employment Development Program.

For complete posting descriptions and application deadlines please visit our website below.



UNIVERSITY OF  
REGINA

University of Regina,  
3737 Wascana Parkway, Regina, SK S4S 0A2  
[www.uregina.ca/hr/recruitment.html](http://www.uregina.ca/hr/recruitment.html)

## CAREERS CARRIÈRES



uOttawa

L'Université canadienne  
Canada's university

### Tenure-Track Positions, Bio-Mathematics

The Department of Mathematics and Statistics of the University of Ottawa invites applications for two tenure-track positions in Bio-Mathematics. One of the positions is for a tier-two Canada Research Chair and the other is at the rank of Assistant Professor.

The Department and the University of Ottawa offer a diversified environment which includes applied mathematicians and scientists working in mathematical modelling, differential equations and numerical methods. These efforts are part of multi-disciplinary research programs in electro-physiology and biomechanics which are at the core of a larger initiative at the University of Ottawa aimed at developing a national expertise in biomathematics. The University of Ottawa lies in the heart of the Nation Capital Region, and with its many affiliated institutes in science and health, in particular its research cluster in bio-pharmaceuticals, offers rich and varied opportunities for collaboration.

Applicants should send a curriculum vitae, a research plan, and arrange for four confidential letters of recommendations, with one addressing teaching, to be sent to:

**Professor Mayer Alvo, Chairman**  
Department of Mathematics and Statistics  
University of Ottawa  
Ottawa, ON Canada, K1N 6N5

Applicants are also encouraged to include up to three copies of their most significant publications. The closing date for receipt for applications is **December 15, 2004**.

[www.science.uOttawa.ca/mathstat](http://www.science.uOttawa.ca/mathstat)

*The University of Ottawa is a bilingual institution, and the ability to teach in both English and French is an asset. Conditions of employment are set by a collective agreement. Employment equity is University policy and the University strongly encourages applications from women. Canadian citizens and permanent residents will be considered first for these positions.*

*Puisque l'Université d'Ottawa est une institution bilingue, une personne capable d'enseigner en français ainsi qu'en anglais serait un atout. Les conditions d'emploi sont déterminées par une convention collective. L'Université a une politique d'équité en matière d'emploi. Les femmes sont fortement encouragées à poser leur candidature. On étudiera d'abord les demandes des citoyens canadiens et des résidents permanents.*

### Postes menant à la permanence, Bio-mathématiques

Le Département de mathématiques et de statistique de l'Université d'Ottawa met au concours deux postes en bio-mathématiques. De ces deux postes menant à la permanence, l'un est une chaire de recherche du Canada de niveau 2 et l'autre est un poste au rang de professeur adjoint. Entrée en fonction: le 1<sup>er</sup> juillet 2005.

Le Département de mathématiques et de statistique et l'Université d'Ottawa offre un environnement diversifié composé entre autres de mathématiciens appliqués et de scientifiques oeuvrant en modélisation mathématique, équations différentielles et méthodes numériques, et dirigeant des initiatives de recherche multidisciplinaires en électrophysiologie et en biomécanique. Le travail de ce groupe de mathématiciens appliqués s'insère dans une initiative plus large par laquelle l'Université d'Ottawa entend développer une expertise nationale en bio-mathématique. À ce titre, la région de la capitale nationale, l'Université d'Ottawa, ses nombreux instituts affiliés en science de la santé ainsi que sa grappe de recherche en bio-pharmaceutique et génétique offrent de nombreuses opportunités de collaborations.

Les candidat(e)s doivent faire parvenir leur dossier de candidature au directeur du département, Mayer Alvo, Département de mathématiques et de statistique, Université d'Ottawa, Ottawa ON Canada, K1N 6N5 au plus tard le **15 décembre 2004**. Les dossiers doivent comprendre un curriculum vitae, un plan de recherche et quatre lettres de recommandation confidentielles dont une sur l'enseignement. Nous encourageons les candidat(e)s à joindre à leur dossier jusqu'à trois tirés à part de leurs contributions les plus importantes.



uOttawa

ÉCOLE DE GESTION  
SCHOOL OF MANAGEMENT

LIÉE au  
LINKED with LEADERSHIP

### The Deloitte Professorship in the Management of Growth Enterprises

The Deloitte Professorship in the Management of Growth Enterprises was established to provide entrepreneurs with a better understanding of the business characteristics, strategies and environments that drive enterprise growth. The School of Management of the University of Ottawa invites applications from recognized leaders in this field to enhance the School's research capacity and to provide a focal point in Canada for the study of growth management. Incumbents will be expected to initiate new research programs examining trends in the management of growth, as well as to incorporate this research in the School's undergraduate and graduate programs. The incumbent will also be expected to promote dialogue among the School, Deloitte, and the community through consultations, the Hodge Morrissey Lecture Series and news articles.

A PhD, an impressive record of research, a demonstrated record of external funding, and a strong and promising research program are required. Candidates are expected to carry out a vigorous program of independent, externally funded research and possess the potential to attract and mentor graduate students, establish collaboration with colleagues, industry and government (on both a national and international level), and be involved in the teaching and development of undergraduate and graduate courses. Capacity to teach in both official languages is an asset. Salary will be commensurate with qualifications and experience.

The AACSB accredited School of Management is one of the larger management schools in Canada, with over 80 full-time faculty and some 3,100 students enrolled in our undergraduate and graduate programs. We are also a fully bilingual Management School, unique in a North American context.

Ottawa, Canada's Capital, is one of the world's 10 best cities in which to live. Ottawa has a vibrant cultural life with an abundance of theatres, national museums and festivals. Despite its more than one million residents, the area is famous for its green spaces, bicycle paths and rivers, making it especially appealing to people with an active lifestyle. Ottawa, also known as Silicon Valley North, is a leading centre for the high technology, life sciences, education, medical sciences and bio-technology sectors.

Applications should contain a curriculum vitae and three letters of recommendation. Send or email ([leck@management.uottawa.ca](mailto:leck@management.uottawa.ca)) the material by **November 15, 2004** to:

**Dr. J.O. Leck, Associate Dean (Research)**  
School of Management, University of Ottawa  
136 Jean-Jacques Lussier St., Ottawa, ON K1N 6N5  
Fax: 613-562-5166

[www.management.uOttawa.ca](http://www.management.uOttawa.ca)

*The University of Ottawa is justly proud of its 150-year tradition of bilingualism. Through its Second Language Institute, the University provides training to staff members and to their spouses in their second official language. At the time of tenure, professors are expected to have the ability to function in a bilingual setting. In certain cases, professors must have the ability to teach in both official languages to be granted tenure. Equity is a University policy. The University strongly encourages applications from women. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Please note that this offer is subject to availability of funds.*

*L'Université d'Ottawa est fière, avec raison, de sa tradition de bilinguisme, vieille de plus de 150 ans. Par l'entremise de l'Institut de langues secondes, l'Université offre aux membres et à leurs conjoints la possibilité de suivre des cours pour parfaire leurs connaissances de leur seconde langue officielle. Au moment de leur permanence, les professeurs sont tenus de pouvoir fonctionner dans un milieu bilingue. De plus, pour obtenir la permanence, certains professeurs devront pouvoir enseigner dans les deux langues officielles. L'Université d'Ottawa a une politique d'équité en matière d'emploi. Les femmes sont fortement encouragées à poser leur candidature. Toutes les personnes qualifiées sont invitées à postuler; toutefois, la priorité est accordée aux citoyens canadiens et aux résidents permanents.*

### La bourse professorale de Deloitte dans la gestion des entreprises de croissance

La bourse professorale de Deloitte dans la gestion des entreprises de croissance a été établie pour fournir à des entrepreneurs une meilleure compréhension des caractéristiques, des stratégies et des environnements d'affaires qui conduisent la croissance d'entreprise. L'École de gestion de l'Université d'Ottawa invite les chefs de file reconnus dans le domaine à poser leur candidature en vue de hausser la capacité de l'École en matière de recherche et de créer au Canada un foyer d'étude dans la croissance d'entreprise. La personne titulaire devra lancer de nouveaux programmes de recherche portant sur les tendances en matière de commercialisation des résultats de recherches dans la croissance d'entreprise et intégrer ces activités de recherche dans les programmes de premier et de deuxième cycle de l'École. Il ou elle devra également promouvoir le dialogue entre l'École, Deloitte et la collectivité en menant des consultations, en organisant des conférences publiques et des lectures dirigées dans « the Hodge Morrissey Lecture Series » et en publiant des articles.

Les personnes candidates doivent avoir un doctorat, posséder un dossier de recherche impressionnant, montrer qu'elles ont décroché des subventions de sources externes et exploiter un programme de recherche solide et prometteur. Ces personnes doivent mener un programme dynamique de recherche indépendante financée par des bailleurs de fonds externes et savoir recruter et encadrer des étudiants et étudiants diplômés, établir une collaboration avec leurs collègues, l'industrie et le gouvernement (tant au pays qu'à l'étranger), ainsi que donner et élaborer des cours de premier et de deuxième cycle. La capacité d'enseigner dans les deux langues officielles est un atout. Le salaire est établi en fonction des compétences et de l'expérience.

L'École de gestion de l'Université d'Ottawa agréée par l'AACSB International est une des plus grandes écoles au Canada, avec plus de 80 professeur(e)s à temps plein et 3,100 étudiant(e)s inscrits dans nos programmes de 1<sup>er</sup> et 2<sup>ème</sup> cycles. De plus, notre bilinguisme officiel nous distingue dans un contexte nord américain.

Ottawa, la capitale du Canada, se classe parmi les 10 premières villes au monde en ce qui a trait à la qualité de vie. Vous y trouverez une vie culturelle vibrante, animée par de nombreux théâtres, musées nationaux et festivals. Malgré une population de plus d'un million, Ottawa est renommée pour ses espaces verts, ses pistes cyclables et ses rivières. Ceux et celles qui adoptent un style de vie actif sont séduits par l'endroit. Aussi connu sous le nom de Silicon Valley North, Ottawa est chef de file dans les domaines de la haute technologie, des sciences humaines, de l'éducation, des sciences médicales et de la bio-technologie.

Les demandes d'emploi doivent inclure un curriculum vitae et trois lettres de recommandation. Faites parvenir votre demande par la poste ou par courriel ([leck@gestion.uottawa.ca](mailto:leck@gestion.uottawa.ca)) au plus tard le **15 novembre 2004** à l'adresse suivante: Joanne Leck, Ouyenne associée (recherche), École de gestion, Université d'Ottawa, 136 Jean-Jacques Lussier, Ottawa, ON K1N 6N5. Téléc: 613-562-5166.

[www.gestion.uOttawa.ca](http://www.gestion.uOttawa.ca)



## CAREERS CARRIÈRES

# Canada Research Chairs

The Faculty of Arts and Science at Concordia University in Montreal, Quebec is seeking to fill its four remaining Canada Research Chairs, one at the Tier I level and three at the Tier II level. In order to successfully compete for a Canada Research Chairs award, candidates are expected to have an outstanding and innovative research program and the ability to attract excellent graduate students. Those candidates nominated by the Faculty will have their applications submitted for approval to the CRC Secretariat. These positions offer an attractive salary and lowered teaching loads. Please note that Quebec does not have a mandatory retirement age.

## SENIOR (TIER I) CANADA RESEARCH CHAIR MOLECULAR GENETICS

Concordia University invites applications for a Tier I Canada Research Chair in molecular genetics. A preference is for a person whose research would have important repercussions for behavioral research and who would facilitate collaboration among the Department of Psychology, the Department of Biology, and the Department of Chemistry and Biochemistry. Given the senior level of this position, applications are invited from individuals who have a well developed and productive research program that has received strong funding from external granting agencies. The successful candidate will be expected to establish an active collaborative research program, as well as supervise research and teach at both the graduate and undergraduate levels. The specific department to which the successful candidate will be assigned will depend on their interests and academic background. The appointment will normally be at the rank of Professor.

**Dr. John Capobianco**  
Vice-Dean, Research and International Relations  
capa@vax2.concordia.ca

## JUNIOR (TIER II) CANADA RESEARCH CHAIRS

Tier II tenure-track appointments will normally be made at the rank of Assistant or Associate Professor level. In particular, these positions are targeted at researchers who are acknowledged by their peers as having the potential to be leaders in their field. We are particularly interested in outstanding young scholars who demonstrate the promise of a strong research profile as reflected in publications and the ability to receive funding from outside granting agencies. The selected candidate will be expected to establish a strong and collaborative research program. Because of Montreal's cultural milieu, the ability to work in both English and French would be considered an asset. The three Junior (Tier II) chairs will be selected from three of the following four areas:

### ECONOMICS

The Department of Economics invites applications for an appointment in applied econometrics and/or applied labour economics. The successful candidate should be an outstanding young academic who demonstrates the promise of a strong research profile.

**William Sims**  
Professor and Chair  
Department of Economics  
William.Sims@concordia.ca

### HISTORY

The Department of History invites applications for an appointment in Public History. The successful candidate will be expected to carry out scholarly research on, and engage actively in the practice of public history. A strong research program, as well as field experience with relevant local, regional, national or international institutions that engage in public history is desirable. All geographic and chronological fields of specialization will be considered. Particular areas of interest include: social memory; history and public affairs; museums, historic sites and exhibitions; documentary film and other media presentations of the past. The History Department currently has a strong commitment to public history and the successful candidate will be expected to participate in its future development.

**Graham Carr**  
Associate Professor and Chair  
Department of History  
gcarr@vax2.concordia.ca

### EDUCATION

The Department of Education invites applications for an appointment in the field of Education. As the department consists of four units (Early Childhood and Elementary Education; Educational Technology; Teaching English as a Second Language; and Educational Studies), a specialist in any one of these areas will be considered. Faculty members in the department are actively engaged in a wide variety of research projects that include but are not limited to the development of literacy skills; educational policy development; instructional design for distance education; the therapeutic effects of creative arts therapies for individuals with disabilities; family and school collaboration; second language learning; and educational issues in international/cross cultural contexts. The Department is interested in a candidate who can create research links among the four units.

**Ellen Jacobs**  
Professor and Chair  
Department of Education  
jacobs@vax2.concordia.ca

### SOCIOLOGY AND ANTHROPOLOGY

The Department of Sociology and Anthropology invites applications for an appointment in the Senses and Society and/or in The Study of Every Day Life. The Department has proposed a PhD program that builds on the shared intellectual tradition between sociology and anthropology, and on the respective strengths of each discipline.

**Christine Jourdan**  
Professor and Chair  
Department of Sociology and Anthropology  
jourdan@vax2.concordia.ca



**Yves Gelin**  
Assistant Professor,  
Chemistry & Biochemistry

These positions will be filled either for the academic year beginning 2005 or 2006, depending on the prior commitments of the applicants and upon the successful completion of the Canada Research Chairs nomination and approval process. Applications must include a curriculum vitae, a statement of teaching and research objectives and three letters of reference. Please forward all applications to the appropriate Department contact. Review of applications will begin as they are received and will continue until the positions have been filled.

For more information about the above departments, we invite you to visit their web sites, which can be accessed through the main Faculty of Arts and Science web site at <http://artsandscience.concordia.ca>.

Concordia University is committed to employment equity.

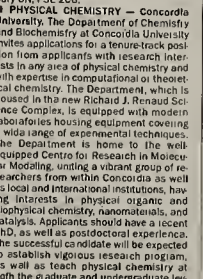


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Montreal, Quebec, Canada



## CAREERS CARRIÈRES



UNIVERSITY OF CALGARY

## Assistant Professor of Injury Epidemiology

The Faculty of Kinesiology invites applications for a full-time, tenure-track academic position at the Assistant Professor level with a research interest in the area of injury epidemiology. The Faculty of Kinesiology is a dynamic, innovative Faculty dedicated to achieving excellence and diversity in research, education, and programs.

This position offers an excellent opportunity to develop an independent research program, within a multidisciplinary research environment, through collaboration with members of the internationally renowned Human Performance Laboratory, Sport Medicine Centre, and the Faculty of Medicine. The successful candidate will be expected to contribute to teaching in the undergraduate and graduate programs of the Faculty of Kinesiology, and expertise in statistics and research design will be a particular emphasis. If appropriate for the candidate, this position would be a joint appointment between the Faculties of Kinesiology and Medicine (Department of Community Health Sciences).

The Faculty of Kinesiology's nationally accredited undergraduate program attracts talented students who possess one of the highest admission averages at the University of Calgary. In addition, the Faculty is in the process of significantly expanding its research laboratories, and the University of Calgary's faculties of Kinesiology and Medicine have a dynamic partnership and outstanding research facilities and personnel in biomechanics, bone and joint health, sport medicine, and health, wellness, and human performance ([www.kin.ucalgary.ca](http://www.kin.ucalgary.ca)).

Applicants should have a PhD, evidence of commitment to and superior ability in teaching, and an active program of research with strong potential for external funding. Post-doctoral experience is an advantage.

Please submit curriculum vitae, three letters of reference, and a cover letter including a statement of research interests by **January 21, 2005** to: **T. Gabriele**, PhD, Vice Dean and Associate Dean (Academic), Faculty of Kinesiology, at the address below; Fax: (403) 220-0448; Email: [tegabrie@ucalgary.ca](mailto:tegabrie@ucalgary.ca).

## Assistant Professor of Italian

The Department of French, Italian and Spanish invites applications for a five-year limited term position as an Assistant Professor of Italian, effective July 1, 2005. We are seeking candidates with expertise in Italian language, modern literature and culture. The teaching load is two courses per term.

An active research program, evidence of effective teaching and native or near-native competence in Italian are required. Preferred qualifications include a completed PhD at the time of appointment and competence in another Romance language. The successful candidate will work closely with the University of Calgary's Language Research Centre (<http://www.ucalgary.ca/lrc/>).

The Department currently offers a Minor in Italian Studies, as well as BA, MA and special-case PhD degrees in French and Spanish and the opportunity for interdisciplinary graduate work. The area of second-language studies has been identified as one of the 16 pillars of excellence in the University of Calgary Academic Plan.

Applications should include a cover letter, a current curriculum vitae, a writing sample and evidence of teaching effectiveness. Applicants should also arrange for three confidential letters of reference or their placement dossier to be sent to the Department. All material should be addressed to **Dr. Luis Torres**, Head, Department of French, Italian and Spanish, at the address below; Fax: (403) 284-3634; Email: [fishhead@ucalgary.ca](mailto:fishhead@ucalgary.ca); Website: <http://lis.ucalgary.ca/>.

Consideration of applications will begin **December 13, 2004** and will continue until the position is filled.

## Assistant Professor of Organic Chemistry

The Department of Chemistry invites applications for a full-time, tenure-track position in any area of Theoretical, Computational or Physical Organic Chemistry at the Assistant Professor level.

Individuals who can fulfill the Department's commitment to excellence in teaching at both the undergraduate and graduate levels and who have, or will develop, an imaginative and vigorous research program are encouraged to apply. Applicants must have a PhD degree and post-doctoral research experience, or equivalent. Interested persons should consult the website of the Alberta Ingenuity Fund (<http://www.albertaingenity.ca/>) to learn more about the generous programs to support research that are available to supplement the internally available support that this dynamic Department can provide. Although this is an open position, candidates who would be eligible for an NSERC University Faculty Award are encouraged to apply.

The successful candidate will be expected to take up the position on July 1, 2005. Further information about the Department is available at <http://www.chem.ucalgary.ca/>.

Applicants should submit a curriculum vitae, a list of publications, a summary of research interests, a detailed research proposal and any available teaching evaluations by **December 31, 2004** to: **Dr. B. A. Keay**, Head, Department of Chemistry, at the address below; Confidential Fax: (403) 284-1372; Email: [keay@ucalgary.ca](mailto:keay@ucalgary.ca).

Candidates should also arrange for three confidential letters of reference to be mailed directly to the same address by that date.

## University of Calgary, 2500 University Dr. N.W., Calgary, AB T2N 1N4 Canada

Calgary is a vibrant, multicultural city (population 1,000,000) near the Rocky Mountains, Banff National Park, and Lake Louise ([www.visitor.ucalgary.ab.ca](http://www.visitor.ucalgary.ab.ca)).

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

The University of Calgary respects, appreciates and encourages diversity.

To see all University of Calgary academic positions, please visit [www.ucalgary.ca/hr/career](http://www.ucalgary.ca/hr/career)

## Associate or Full Professor of Physical Chemistry

The Department of Chemistry invites applications for a full-time, tenure-track position in Physical Chemistry at the Associate or Full Professor level. Candidates with research interests that could contribute to the University of Calgary's focus on energy and the environment through its Institute of Sustainable Energy, Environment and Economy ([www.iseee.ca](http://www.iseee.ca)) are particularly encouraged to apply. We are seeking individuals who can fulfill the Department's commitment to excellence in teaching at both the undergraduate and graduate levels and who have an imaginative and vigorous research program that is already recognized internationally. Interested persons should consult the website of the Alberta Ingenuity Fund (<http://www.albertaingenity.ca/>) to learn more about the generous programs to support research that are available to supplement the internally available support that this dynamic Department can provide.

The successful candidate will be expected to take up the position on or after July 1, 2005, but preferably before September 1, 2005. Further information about the Department is available at <http://www.chem.ucalgary.ca/>.

Applicants should submit a curriculum vitae, a list of publications, a summary of research interests, a detailed research proposal and any available teaching evaluations by **December 31, 2004** to: **Dr. B. A. Keay**, Head, Department of Chemistry, at the address below; Confidential Fax: (403) 284-1372; Email: [keay@ucalgary.ca](mailto:keay@ucalgary.ca).

Candidates should also arrange for three confidential letters of reference to be mailed directly to the same address by that date.

## Assistant Professor of History and Theory of Architecture and Urban Design

The Faculty of Environmental Design at the University of Calgary invites applications for a full-time, tenure-track position in Architecture, with 25% responsibilities to the Urban Design Program. The appointment will be at the rank of Assistant Professor, commensurate with qualifications and experience.

The Faculty offers a Master of Architecture as a first professional degree, the degree is accredited by the Canadian Architectural Certification Board. The Faculty recently developed an Urban Design Program offering the degree Master of Environmental Design (Urban Design). Degrees are also offered in Environmental Design, Environmental Science, Industrial Design, and Planning, and the Faculty has a PhD Program. As a professional graduate-level Faculty, we provide an interdisciplinary teaching and learning environment that emphasizes a cooperative, collegial approach to design education, research, scholarship, practice, and outreach. The Faculty of Environmental Design has developed an outstanding history and reputation in research, scholarship, creative activity and professional practice in a number of areas including sustainable design, contemporary urbanism, critical practice, and history and theory. We have a strong record of internationalization, including the operation of a long-standing endowed study abroad program in Barcelona. The Faculty of Environmental Design recently opened a new community-based design centre in downtown Calgary.

Applications are invited from suitably qualified candidates who will provide leadership in the development and delivery of instruction in the history and theory of Architecture and Urban Design, and in the supervision of Master's Degree Projects, and PhD students. The ability to teach studio courses in Architecture and Urban Design is optional. S/he will be expected to contribute to the Faculty's core programs, and to engage in high-quality research and creative scholarship related to his/her areas of expertise.

The successful applicant will ideally hold a professional degree in architecture, and post-professional qualifications in history and theory (a PhD is highly desirable) with an appropriate area of research concentration. Ideally, the appropriate area of research concentration would coincide with the Faculty's major research areas. Previous teaching experience at the graduate level is desirable.

The selection committee will begin reviewing applications on **February 1, 2005**, with the competition remaining open until the position is filled.

Interested candidates should submit a statement of interest, curriculum vitae, examples of scholarship and/or creative work, and names of three referees to: Chair, Selection Committee, Faculty of Environmental Design, at the address below, Attention: **Ms. Linda Corbell**, Administrative Assistant to the Dean; Email: [corbell@ucalgary.ca](mailto:corbell@ucalgary.ca); Fax: (403) 210-9384.

## 2005 SPRING/SUMMER SESSION INSTRUCTORS

**Continuing Education** is now accepting applications for instructor positions for the 2005 Spring/Summer session. Undergraduate and graduate level instructional courses may be available in Applied Psychology, Computer Science, Dance, English, French, Italian & Spanish, Geomatics Engineering, Graduate Division of Educational Research, Mathematics & Statistics, Music, Political Science and Sociology.

Spring/Summer Session 2005 is scheduled in two academic terms: May 12 – June 29 and July 4 – August 19. These positions are term certain positions of approximately three to six weeks in duration.

Requirements: PhD or equivalent is preferred, with three to five years of university level experience in the subject area. Published articles in national and international journals would be an asset.

The deadline to receive applications is **December 3, 2004**. Your application should include a curriculum vitae, indicating the area of interest. Please ensure your area of interest is in the subject line of the email. Applications are to be forwarded to L. Jahn, Special Sessions Office EDT 104, Continuing Education, at the address below; Fax: (403) 220-0045; Email: [ljahn@ucalgary.ca](mailto:ljahn@ucalgary.ca).

## CAREERS CARRIÈRES



**L**AURENTIAN UNIVERSITY is located in Sudbury, a vibrant multicultural city, which is rapidly diversifying its economic base into the sectors of Education and Health Sciences, in addition to Mining. Sudbury is an attractive modern city offering unique cultural, recreational, and educational opportunities for faculty and students. For further info see [www.sudburytourism.ca](http://www.sudburytourism.ca). Laurentian University is a bilingual institution and an equal opportunity employer. It has a policy of passive bilingualism (English/French) as a condition of tenure. Laurentian University is committed to equity in employment and encourages applications from all qualified applicants, including women, aboriginal peoples, members of visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications will be reviewed commencing in November but will be accepted until the positions are filled. PhD in the related field is essential unless otherwise indicated. Applicants should provide curriculum vitae, a list of publications, a summary of research interests, a research proposal indicating equipment needs and three letters of reference addressed to: *Chair/Director of the Academic Unit, Laurentian University, 935 Ramsey Lake Road, Sudbury, ON P3E 2C6*. Information can be found at [www.laurentian.ca](http://www.laurentian.ca).

**L'**UNIVERSITÉ LAURENTIENNE est située à Sudbury, une ville multiculturelle et dynamique qui diversifie rapidement sa base économique vers les secteurs de l'enseignement et des sciences de la santé, en plus du secteur minier. Sudbury est une ville moderne et agréable qui offre au corps professoral et à la population étudiante des possibilités uniques en matière d'enseignement, de loisirs et d'activités culturelles. Consultez [www.sudburytourism.ca](http://www.sudburytourism.ca) pour obtenir davantage d'informations. L'Université Laurentienne est un établissement bilingue et souscrit au principe de l'égalité d'accès à l'emploi. Le bilinguisme passif (français-anglais) est une condition d'obtention de la permanence. L'Université Laurentienne souscrit au principe de l'équité en matière d'emploi et incite toutes les personnes qualifiées, y compris les femmes, les Autochtones, les membres des minorités visibles et les personnes handicapées à poser leur candidature. Conformément aux exigences du Canada en matière d'immigration, cette annonce s'adresse en premier lieu aux citoyens canadiens et aux résidents permanents. Les candidatures seront examinées à partir de novembre mais seront acceptées jusqu'à ce que les postes soit comblés. Le PhD dans le domaine connexe est, à moins d'avis contraire, obligatoire. Les candidat(e)s doivent faire parvenir un curriculum vitae, une liste de publications, un résumé des intérêts de recherche, un projet de recherche indiquant les besoins d'équipement et trois lettres de recommandations au : *Directeur(riche) du département ou école, Université Laurentienne, 935 chemin du lac Ramsey, Sudbury (ON) P3E 2C6*. Plus d'informations sont disponibles à : [www.laurentienne.ca](http://www.laurentienne.ca).

### Arts d'expression

Un poste de Professeur(e) de théâtre à temps plein. Tâches : Enseigner les cours d'initiation aux arts (histoire du théâtre), de mise en scène, jeu, voix, et préparation du portfolio, assumer la mise en scène de certaines productions, assumer l'écriture collective, assumer certaines responsabilités administratives. Qualifications requises/compétences : Le comité accordera la préférence aux candidats et aux candidates : détenant la maîtrise dans un domaine connexe, et attestant d'expertise en créativité, d'expérience en création collective, en production théâtrale, en écriture dramatique et en gestion de projets artistiques, d'expérience de spectacles de commandes éducatifs et de sensibilisation, d'une connaissance du milieu artistique franco-ontarien.

### Chemistry & Biochemistry

Tenure-track position at the Assistant Professor level in Biophysical Chemistry beginning July 1, 2005. Post-doctoral experience, and the ability to teach in one or more areas of physical and biophysical chemistry at the undergraduate and graduate levels. The ability to teach in both English and French will be considered an asset. The successful candidate would be expected to establish an active, externally funded research program and to participate in the graduate program. Priority will be given to those who can make contributions to both our Chemistry and Biochemistry streams.

### Commerce

A tenure stream position in Operations Management or Finance for July 1, 2005. The successful candidate will teach in the B.Com and the MBA programs. Candidates must have solid research skills as indicated by a doctorate or near completion of the dissertation.

### Earth Sciences & Mineral Exploration Research Centre

Two tenure-track faculty positions to be filled in July 2005, one in the area of Igneous Petrology and one in the area of Metamorphic Petrology. We are particularly interested in candidates who have strong field and theoretical backgrounds in ore deposit geology and Precambrian geology. Applicants should have strong research records and be committed to excellence in teaching at the undergraduate and graduate levels. Supervision of graduate students within a vigorous, externally-funded research program is expected.

### Education

#### Concurrent Bachelor of Education

Four Tenure-track positions in Language Arts/Reading, Educational Psychology and Special Education, Mathematics and Science to begin July 1, 2005. These positions require experienced educators with an academic degree in a relevant field, experience as a classroom teacher, a Ph.D. or Ed.D. Experience working with adult learners, or with teacher candidates in a B. Ed. program will also be considered attributes for this position. Membership or eligibility for membership, in the Ontario College of Teachers is an asset.

### Engineering

Tenure-track Position in Chemical Engineering/Extractive or Chemical Metallurgy. The position will commence July 1, 2005. Must be eligible for registration as a Professional Engineer within the Province of Ontario. Faculty are expected to be active in research and to participate in the Masters and Doctoral programs.

### Health

#### Interdisciplinary Ph.D in Rural & Northern Health

Tenure-track Program Director of a new Ph.D. Program in Rural and Northern Health. The Director will work collaboratively with a growing body of health researchers and academics associated with Laurentian University and its community health sector partners. Ph.D. in a health profession, health sciences, or one of the social sciences and have relevant academic or public service experience. A Research profile in rural and northern health, discipline background related to one of the core areas of the program, previous experience in an administrative position at a postsecondary institution, commitment to interdisciplinary practice, teaching, learning and research, teaching and supervising at the Doctoral Level.

### History

A tenure-track appointment in American History at the Assistant or Associate Professor level, beginning July 01, 2005. Ability to teach in other areas such as global history will be considered an asset.

A tenure-track appointment in European Social History (19th or 20th century) at the Assistant or Associate Professor level, beginning July 01, 2005. Ability to teach in continental European topics will be considered an asset.

A tenure-track appointment in Canadian History (19th or 20th century) at the Assistant or Associate Professor level, beginning July 01, 2005. Ability to teach in areas such as the North and/or aboriginal history will be considered an asset.

### Human Kinetics

Two tenure track appointments at the level of Assistant Professor level beginning July 1, 2005. Must have expertise and experience in the health sciences including health promotion and disease prevention, mental health, multicultural Canadian populations and international health. Candidates with a wide variety of health related experience including such areas as clinical/sport nutrition, health policy, elementary/secondary schools health curriculum, environmental health, rehabilitative therapy, and health psychology are encouraged to apply. The candidates must be able to teach in French and in English. Opportunity to participate in masters and interdisciplinary PhD programs.

### Mathematics & Computer Science

Tenure-track position in Mathematics to begin July 1, 2005. Candidates should have a PhD, a proven research record or evidence of research potential, and the ability to offer quality teaching. The candidate must be able to teach in French and in English.

Un poste menant à la permanence commençant le premier juillet 2005. Les candidats doivent détenir un doctorat en mathématiques et posséder une expérience et des capacités en recherche et enseignement. Le candidat doit pouvoir enseigner en français et en anglais.

### Nursing

Two tenure track positions commencing July 1, 2005. The ideal candidates will have graduate preparation in nursing and PhD preferred. Evidence of a developing research and publication program is essential. Candidates with a background in adult primary and/or acute health care, child and maternal health, occupational health nursing and/or healthy services health policy, are invited to apply.

L'École des sciences infirmières de l'Université Laurentienne sollicite des candidatures à deux postes de professeurs, sur une voie régulière menant à la permanence. Le ou la candidate idéal(e) doit avoir complété une maîtrise en sciences infirmières et de préférence un doctorat, ou être sur le point d'obtenir un doctorat.

### Political Science

A tenure-track appointment in the field of Canadian politics, beginning July 01, 2005. The successful candidate will have to teach courses in Canadian Government, Provincial Governments and Ontario Politics at the undergraduate level in English only. Candidates must have completed a Ph.D., be committed to excellence in research and have teaching experience.

Un poste de professeur à durée limitée de 2 ans en administration publique/administration de la santé et en analyse des politiques publiques dans le cadre de son nouveau programme en administration publique offert en français. L'entrée en fonction est le 1 juillet 2005. Le candidat ou la candidate détient un doctorat ou un diplôme équivalent et possède une expérience dans l'enseignement et la recherche ou dans la fonction publique. Il ou elle a également un bon dossier de publications dans le domaine de l'administration publique, de l'administration de la santé et des politiques publiques. L'enseignement est en français seulement.

### Psychologie

Un poste menant à la permanence au rang de professeur adjoint pour le 1er juillet 2005. Une orientation clinique et l'admissibilité à l'Ordre des psychologues de l'Ontario sont désirables. Le candidat choisi aura à enseigner certains des cours suivants: Introduction à la psychologie, Statistiques, Psychologie du développement, Psychologie clinique, Systèmes et théories en psychologie. La participation au programme de maîtrise interdisciplinaire en développement humain est souhaitable.



## CAREERS COLES

of the core Canadian Politics and Comparative Public Policy literature, and superior research and teaching abilities. Applicants must have a PhD or be near completion. The successful applicant will do undergraduate teaching in the Department of Social Sciences at the University of Toronto at Scarborough. He/she will contribute to the Major and Specialist programs in Political Science and to Major and Co-operative programs in Public Policy offered by the Department of Social Sciences. He/she will also become a full member of the graduate department of Political Science at the University of Toronto and will do graduate teaching and supervision at the St. George campus. The closing date for applications is 29 October 2004. Applicants should ask 3 referees to send a letter of recommendation under separate cover to the address below by the deadline. Applicants should also send a curriculum vitae, a writing sample, a teaching dossier, and a statement outlining current and future research interests to Professor John Miron, Chair, Department of Social Sciences, University of Toronto at Scarborough, 1285 Military Trail, Toronto M1C 1A4. The University is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to further diversification of ideas.

**■ POLITICAL/INTERNATIONAL RELATIONS** — University of Winnipeg, The University of Winnipeg Department of Politics intends to make a tenure-track appointment in Global Politics/International Relations at the Assistant Professor level. Applicants with a geographic area of interest in international politics are encouraged to apply. The successful applicant will be expected to teach core courses in global politics at the undergraduate level. Candidates should have an active research program in a field related to the teaching duties. The successful candidate will be considered for the position of Director of a

proposed Global College, now under development. Salary will be commensurate with experience. Applications will be accepted until December 8, 2003, and subject to budgetary approval, the appointment will be effective July 1, 2005. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, Aboriginal persons, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed initially to Canadian citizens and permanent residents of Canada. Letters of application, with a curriculum vitae and three letters of recommendation should be sent to: Dr. Allen Mills, Chair, Department of Politics, The University of Winnipeg, 515 Portage Ave., Winnipeg, Manitoba, R3B 2E9; Fax: (204) 774-4134.

**■ POLITICAL/INTERNATIONAL RELATIONS** — University of Winnipeg, The University of Winnipeg Department of Politics intends to make a tenure-track appointment in Global Politics/International Relations at the Assistant Professor level. Applicants with a geographic area of interest in international politics are encouraged to apply. The successful applicant will be expected to teach core courses in global politics at the undergraduate level. Candidates should have an active research program in a field related to the teaching duties. Candidates with a PhD and teaching experience will be preferred. Salary will be commensurate with experience. Applications will be accepted until December 8, 2004, and subject to budgetary approval, the appointment will be effective July 1, 2005. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, Aboriginal persons, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed initially to Canadian citizens and permanent residents of Canada.

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**■ PSYCHOLOGY** — University College of Cape Breton, The University College of Cape Breton invites applications for a tenure-track Psychology Assistant Professor position to commence July 2005. The successful candidate will teach courses in developmental psychology and introductory psychology. Applicants must have a PhD in Psychology (or be near completion) and have a strong academic and research background. Applicants are expected to demonstrate potential and commitment with regard to teaching, research/creative/scholarly activities and service to UCCB, community and profession. The union affiliation of this position is with the UCCB Faculty Association of University Teachers (FAUT). UCCB is an equal opportunity/affirmative action employer. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Qualified candidates should send a letter of application quoting the reference number, a curriculum vitae, academic transcripts and three letters of reference to the Human Resources Department. Applications must be received by 4:00 p.m. of January 7, 2005. Email applications will receive a return email confirming receipt. Forward applications to Human Resources Dept., University College of Cape Breton, PO Box 5300, 1250 Grand Lake Road, Sydney, NS B1P 6L2. Fax: (902) 563-1458. Email: humanresources@uccb.ns.ca. Website: www.uccb.ns.ca. The University of Cape Breton is an equal opportunity/affirmative action employer. All qualified candidates are invited for a tenure-track position at the Assistant to Full Professor level in the Department of Psychology. Candidates should have a PhD from an accredited clinical psychology program, an approved internship, and should be registered or eligible for registration with the Ontario College

of Psychologists. Responsibilities will include undergraduate and graduate teaching, clinical and research supervision of students, and commitment to an ongoing research program. We welcome applications from those with a strong theoretical background, although a strong background in adult clinical expertise will also be considered. Information about the department and the area of interest will be available at: www.psychology.uwaterloo.ca. Information regarding the Waterloo area may be found at: www.waterloo.on.ca. The anticipated start date for the position is July 1, 2005. Applications will be considered at any time until the position is filled. Applicants should submit a curriculum vitae, a statement of teaching and research interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Clinical Psychology Search Committee, Department of Psychology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

**■ PSYCHOLOGY** — University of Waterloo, Applications are invited for a tenure-track faculty position at the Assistant to Full Professor level in Cognitive Psychology. All areas of cognitive psychology will be considered. We are particularly interested in hiring an individual with demonstrated potential for a strong independent research career supported by external grant funding, and a strong commitment to teaching and supervision of graduate and undergraduate students. Information regarding the department and the program can be found at: www.psychology.uwaterloo.ca. Information regarding the Waterloo area can be found at: www.waterloo.on.ca. The anticipated start date for the position is July 1, 2005. Applications will be considered at any time until the position is filled. Applicants should submit a curriculum vitae, a statement of research and teaching interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Cognitive Psychology Search Committee, Department of Psychology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

**■ PSYCHOLOGY** — University of Waterloo, Applications are invited for two positions at the Assistant to Associate Professor level in Developmental Psychology. Successful candidates will have a PhD in developmental psychology or a related field and be interested in applicants from all areas of developmental psychology, especially in the areas of social and cognitive influences on language and communicative development. We are seeking individuals who have strong research and teaching commitments to teaching, research, and undergraduate and graduate supervision. Information regarding the Waterloo area can be found at: www.waterloo.on.ca. The anticipated start date for the positions is July 1, 2005. Applications will be considered at any time until the positions are filled. Applicants should submit a curriculum vitae, statements of research and teaching interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Developmental Psychology Search Committee, Department of Psychology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

**■ PSYCHOLOGY** — University of Waterloo, Applications are invited for a tenure-track faculty position at the Assistant to Associate Professor level in Social Psychology. All areas of social psychology will be considered. The successful candidate will have a PhD in Psychology (or a related discipline). We are seeking an individual with demonstrated potential for a strong independent research career supported by external grant funding, and a strong commitment to teaching and supervision of graduate and undergraduate students. Information regarding the department and the program can be found at: www.psychology.uwaterloo.ca. Information regarding the Waterloo area can be found at: www.waterloo.on.ca. The anticipated start date for the position is July 1, 2005. Applications will be considered at any time until the position is filled. Applicants should submit a curriculum vitae, a statement of research and teaching interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Social Psychology Search Committee, Department of Psychology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

**■ PSYCHOLOGY** — Ryerson University, Psychology, Ryerson University is seeking for innovative projects in the area of integrative theoretical and applied learning. Due to undergraduate and graduate programs, as well as its largest university-based continuing education school

Canada, are distinguished by a professionally relevant curriculum and strong emphasis on research and creative activities. The Department of Psychology at Ryerson University invites applications for three tenure-track appointments at the rank of Assistant Professor, effective August 1, 2005. We are seeking candidates in three core areas of Psychology — Cognitive Neuroscience, Health, Personality and Life Span Development — but all excellent applicants with a strong research background and a strong commitment to teaching at all levels within the department are encouraged to apply. Successful candidates will have a PhD in Psychology, a demonstrated record of research and a forward-looking research program, a demonstrated record of high quality undergraduate teaching and training, and a capacity for collegial growth and development in a dynamic selection of professionally-related and liberal studies courses. The Psychology Department (www.ryerson.ca/psychology) has recently developed a 5-year strategic plan for renewal and is in the planning stages of a new degree program in Psychology. The department also offers unique opportunities for collaboration in such areas as: Health, Personality and Life Span Development, Psychology and Law, Children and Youth at Risk, Visual Sciences, and Infancy. The department has a strong commitment to research and teaching, and has made significant contributions to the education of approximately 17,000 students. Ryerson University, which has undergone significant growth and development in the past two years, is located in the cosmopolitan core of Toronto, a city also noted for its ethnic diversity. Applicants should submit a letter of application, a curriculum vitae, a current research publication, results of teacher surveys for the most recent course (as a teaching dossier), and the names of 3 individuals who could be contacted for letters of reference. Please note that applications by fax or e-mail will not be accepted. Completed applications are due by December 15, 2004 and should be sent to: Dr. Jean Paul Dubé, Chair, Department of Psychology, Ryerson University, 350 Victoria Street, Toronto, Ontario M5B 3K5. Email: bdub@ryerson.ca. Ryerson University has an employment equity program and encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

**■ PSYCHOLOGY** — University of Toronto, The Department of Psychology at the University of Toronto has been awarded \$25 million by the Canadian Foundation for Innovation (CFI) to establish the Centre for Biological Timing and Cognition. The Centre offers outstanding interdisciplinary research facilities for both animal and human research in the broad areas of biological rhythms, as they affect sleep, learning, current health and education. The Centre will offer outstanding opportunities for collaboration with investigators at the University of Toronto and other departments in Toronto, in Ontario, in the far north of Canada, and internationally. We are seeking individuals with appropriate research interests with either a basic or applied orientation. The tenure appointment to the faculty will begin as early as July 2005 with the Director's term to run for three years, renewable after a review. The candidate should have an interest in research and teaching. Our new faculty member will be expected to maintain an active, exciting and innovative research program and be committed to both undergraduate and graduate education as well as to administrative responsibilities. The successful candidate will be an asset to one of the most ethnically diverse communities in the world and the University shares in that commitment. The University is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

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**■ PSYCHOLOGY** — Memorial University of Newfoundland, The Department of Psychology and Memorial University of Newfoundland invites applications for a tenure-track position at the rank of Assistant Professor in Clinical Psychology. We are seeking an individual with a PhD in Psychology, appropriate to his/her academic experience, and strong commitments to teaching at all levels within the department. The successful candidate will be expected to teach at all levels within the department. The successful candidate will have an interest and expertise in teaching at the introductory level will be given preference. Successful candidates will be offered to the successful candidate with a completed PhD; otherwise, a sabbatical contract appointment will be offered with the possibility of conversion to a tenure-track appointment on completion of the doctorate. Applicants should send a curriculum vitae, a clear, short statement of academic interests, selected reprints and the names of three referees to: Dr. John Evans, Head, Department of Psychology, Memorial University of Newfoundland, St. John's, NL A1B 3X9. Email: j.evans@mun.ca. The appointment will begin on July 1, 2005, or as soon as possible thereafter. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, Aboriginal people and persons with disabilities. The University is the largest university in Atlantic Canada. As the province's only university, Memorial University of Newfoundland is a cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programmes to over 17,000 students, Memorial University is a stimulating and enriching environment for learning in St. John's, a very safe, friendly city with great food, culture, and scenic beauty. Email: bdub@ryerson.ca. Ryerson University has an employment equity program and encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

**■ PSYCHOLOGY** — Dalhousie University, Canada Research Chair (Tier II) in Cognitive Neuroscience at Dalhousie University. A tenure-track position supported by a Canada Research Chair is now available for a cognitive neuroscientist using human functional brain imaging to study higher-order cognitive functions, such as attention, perception, sensory/motor integration, language, memory, motivation, or modeling of these functions. Candidates will have a demonstrated record of excellent research and productivity in the area of human functional brain imaging (fMRI). The ability to collaborate productively with colleagues in Psychology and Radiology, among other departments, is essential. An interest in both normal and clinical aspects of human brain function will be welcome. Dalhousie researchers are currently having great success in experiments that are used for research as well as clinical magnetic resonance imaging. A recent grant from the Canadian Institutes of Health Research (CIHR) for the Neuroscience Research Council Institute for Biomedical Research (IBR) and the Dalhousie and Capital Health Research Institute will be used to install of a new 4.0 Tesla research magnet to which the incumbent will have access. The successful candidate will be expected to provide the foundation for a significant expansion of cooperative initiatives in the area of research and teaching. Our new faculty member will be expected to maintain an active, exciting and innovative research program and be committed to both undergraduate and graduate education as well as to administrative responsibilities. The successful candidate will be an asset to one of the most ethnically diverse communities in the world and the University shares in that commitment. The University is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

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**■ PUBLIC ADMINISTRATION** — Queen's University, The School of Policy Studies at Queen's University, Kingston, seeks to fill a tenure-track position in the Office of the Registrar of Public Management beginning July 1, 2005 at the rank of Assistant Professor. The successful candidate is encouraged to apply; however, Canadian citizens and Permanent Residents of Canada are preferred. Applicants are expected to have completed a PhD (or



## Tenure Track Faculty Position in Gravitational Physics (Tier II Canada Research Chair)

The Department of Physics at the University of Alberta ([www.phys.ualberta.ca](http://www.phys.ualberta.ca)) invites applications from outstanding scientists for a tenure track position at the Assistant or Associate Professor level in the area of gravitational physics. The successful candidate will be nominated for a Tier II Canada Research Chair ([www.chairs.gc.ca](http://www.chairs.gc.ca)).

We are interested in individuals who are at the forefront of gravitational research. We have a special interest in hiring a theorist pursuing the science to be learned from the new and upcoming gravitational wave observatories (LIGO, VIRGO, LISA, etc.), but we encourage anyone in gravitational physics to apply. Applicants should have established an outstanding research program in this area and have a commitment to undergraduate and graduate teaching.

The Department has 38 faculty with research interests in astrophysics, condensed matter physics, geophysics, and subatomic physics. Our astrophysics focus area includes cosmology, relativistic astrophysics, black hole physics, plasma physics, and space physics. The University has excellent high performance computing facilities (see [www.maci.ca](http://www.maci.ca) and [www.westgrid.ca](http://www.westgrid.ca)).

All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Canada Research Chairs are open to individuals of any nationality. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diverse and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Recent initiatives by the Governments of Alberta and Canada provide exceptional opportunities for additional funding to establish new research programs at the University of Alberta. See, for example, [www.gov.ab.ca/cfsra](http://www.gov.ab.ca/cfsra), [www.innovation.gov.ab.ca](http://www.innovation.gov.ab.ca), and [www.innovation.ca](http://www.innovation.ca), for further information.

Rank based salary as per Collective Agreement. Successful CRC nominees will receive an additional stipend associated with the Chair.

The application should include a curriculum vitae, a research plan, a description of teaching experience and interests. The applicant must also arrange to have at least three confidential letters of reference sent to the address below, on or before January 1, 2005. The suggested starting date is July 1, 2005.

**Gravitational Physics Search and Selection Committee**  
Dr. John Beamish, Chair  
Department of Physics  
University of Alberta  
112 Avondale Physics Lab  
Edmonton, Alberta, Canada T6G 2J1  
Fax: (780) 492-0711  
E-mail: [dapt@phys.ualberta.ca](mailto:dapt@phys.ualberta.ca)

[www.careers.ualberta.ca](http://www.careers.ualberta.ca)

## Post Doctoral Fellowship Labour Studies Programme

A post doctoral fellowship is available with the Employment Studies Research Project based in the Labour Studies Program at McMaster University. We are an interdisciplinary team of university, community and union researchers. The project will examine the connections between the economic conditions of precarious employment and health outcomes for workers. It will include a survey and interviews. The project is funded by the Workplace Safety and Insurance Board.

We are seeking someone with experience conducting interviews and with statistical data analysis. The person filling the position will participate in all aspects of the project including field work, data analysis and report writing.

The fellowship is expected to begin January, 2005. Applicants must have a completed PhD (or be near completion) by the time the fellowship begins. The appointment will be for two years. The stipend may be supplemented with additional salary for teaching in the Labour Studies Program.

Please submit C.V. and three letters of reference, to:

Dr. Wayne Lewchuk  
Labour Studies, McMaster University  
Hamilton, Ontario, L8S 4M4  
by November 24, 2004

Applications can be faxed to (905) 528-1228.

For further information contact Wayne Lewchuk ([lewchuk@mcmaster.ca](mailto:lewchuk@mcmaster.ca)) or Alice de Wolff ([alicedewolff@sympatico.ca](mailto:alicedewolff@sympatico.ca)). This position is subject to funding approval.

McMaster University is strongly committed to employment equity within its community. The University encourages applications from all qualified individuals, including women, members of visible minorities, Aboriginal persons, persons with disabilities, and persons of sexual minority.

**University of Alberta**



## CAREERS CARRIÈRES

more about the CCMC, see [http://www.mh.uwaterloo.ca/englobio/turner/turner\\_mah.shtml](http://www.mh.uwaterloo.ca/englobio/turner/turner_mah.shtml). Applicants must have a PhD in Statistics, Computer Science, or a related discipline, with a proven ability in or potential for research in computational statistics. Good teaching and communication skills are also essential. Interested individuals should send a curriculum vitae, a statement of their research interests, and two recent research articles to Dr. Alan George, Dean, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 ([alan.george@uwaterloo.ca](mailto:alan.george@uwaterloo.ca)) by December 31, 2004. In addition, at least three references should be sent directly to Dr. George before this same closing date. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

**STATISTICS & ACTUARIAL SCIENCE** — University of Waterloo: The Department of Statistics and Actuarial Science at the University of Waterloo invites applications for a tenure-track or tenure-eligible position in quantitative epidemiology. Beginning in 2006, the Faculty of Applied Health Sciences at the University of Waterloo is creating a significant expansion in the area of public health science, both at the undergraduate and graduate levels. The anticipated growth in student numbers will result in a combined enrolment of 125 students

by the end of this decade. In anticipation of this growth, and in support of its own very strong graduate program in biostatistics, Statistics and Actuarial Science wishes to appoint a faculty member with research interests in biostatistics and quantitative epidemiology to a joint position with Health Studies and Gerontology in the Faculty of Applied Health Sciences. This successful applicant will be affiliated with the planned Master's program in Public Health. Although an appointment at the Associate Professor level is anticipated, applicants at the Full Professor level with exceptional records will also be given serious consideration. Duties include undergraduate and graduate teaching in both departments, and the development of a research program. Applicants must have a proven ability for research in one or more areas of the department, and the development of an independent research program. An appointment at the Assistant or Associate Professor level is anticipated. The effective date is expected to be July 1, 2005 or later. The closing date for applications is December 31, 2004. Please submit a curriculum vitae and arrange for at least three letters of reference to be sent directly to Professor Jerry Lewin, Chair, Statistics and Actuarial Science, University of Waterloo, ON N2L 3G1, CANADA. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

**STATISTICS & ACTUARIAL SCIENCE** — University of Waterloo: The Department of Statistics and Actuarial Science at the University of Waterloo invites applications for a tenure-track or tenure-eligible position in Statistics. Departmental interests cover a broad range of topics in statistical inference, methods and theory, statistical computing, stochastic modelling, biostatistics, and many other areas of application. Applicants must have a PhD by the time of appointment, with a proven ability in or potential for research in one or more areas that complement those represented in the Department. Good teaching and communication skills are also essential. Duties include undergraduate and graduate teaching, and the development of an independent research program. An appointment at the Assistant or Associate Professor level is anticipated. The effective date is expected to be July 1, 2005 or later. The closing date for applications is December 31, 2004. Please submit a curriculum vitae and arrange for at least three letters of reference to be sent directly to Professor Jerry Lewin, Chair, Statistics and Actuarial Science, University of Waterloo, ON N2L 3G1, CANADA. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

**THEATRE & DRAMATIC ARTS** — University of Lethbridge: The University of Lethbridge, Department of Theatre & Dramatic Arts invites applications for a full-time, tenure-track position at the rank of Assistant Professor in the area of Theatre for Young Audiences, effective July 1, 2005. A MFA or equivalent graduate degree is required along with a demonstrated record of creative activity, scholarly research and excellence in teaching. Professional theatre experience would be an asset. For more information and application procedures, please visit our website at <http://www.uleth.ca/notice> and click on academic positions under Job Postings.

**TRAUCTION** — Université d'Ottawa: L'École de traduction et d'interprétation de l'Université d'Ottawa sollicite des candidats pour deux postes de professeur, un au rang de professeur adjoint et un au rang de professeur adjoint ou agrégé, pour l'année universitaire 2005-2006. Domaines: Traduction et/ou interprétation et/ou traduction et/ou applications informatiques à la traduction. Enseignement de la traduction selon les besoins de l'ETI. Recherche. Responsabilités administratives. Centres d'admissibilité: Diplôme en doctorat en traduction ou dans son domaine pertinent ou être sur le point de le terminer. Excellente connaissance de l'anglais et du français. La maîtrise d'une deuxième langue de préférence l'espagnol, est souhaitable. L'expérience dans l'enseignement universitaire constitue un atout de même qu'une expérience professionnelle. Salaire: Selon la convention collective. Date de clôture le 15 décembre 2004. Envoyer le curriculum vitae et les lettres de recommandation au: 11e juillet 2005. Toutes les personnes qualifiées sont encouragées à poser leur candidature. Toutefois, cette offre s'adresse de préférence aux citoyens canadiens et aux résidents permanents. L'Université a une politique d'équité en matière d'emploi. Les hommes sont fortement encouragés à postuler leur candidature. Prière d'adresser la lettre de candidature, le curriculum vitae et les lettres de recommandation récentes et trois notes de recommandation à: Jean Deslaurier, Directeur, École de traduction et d'interprétation, 70, avenue Laurier est, Université d'Ottawa, Ottawa (Ontario) K1N 6N5.

**TRANSLATION** — University of Ottawa: The School of Translation and Interpretation of the University of Ottawa invites applications for two positions, one at the rank of Assistant Professor, one at the rank of Assistant or Associate Professor, for the academic year 2005-2006. Fields: Translation Studies and/or Translation Technology. Tasks: Teaching translation studies or translation technologies. Translation courses, according to the needs of the School. Research. Administrative duties. Qualifications: PhD in Translation Studies in a related field completed or nearing completion. Excellent command of English and French. Very good knowledge of a third language, preferably Spanish, is an asset. Experience in university teaching and professional experience is also desirable. Salary: In accordance with the collective agreement. Deadline for applications: December 15, 2004. Starting date: July 1st, 2005. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. The University of Ottawa has an Employment Equity Program and strongly encourages applications from men. Letters of application, curriculum vitae, and curriculum vitae, a few recent publications and the names of three referees should be sent to: Jean Deslaurier, Director, School of Translation and Interpretation, University of Ottawa, 70 Laurier Ave. East, room 401, Ottawa (Ontario) K1N 6N5.

**VETERINARY SURGERY** — University of Guelph: The Department of Clinical Studies, Ontario Veterinary College, is seeking applications to fill a tenure track faculty position in Large Animal Surgery at the rank of Assistant Professor or Associate Professor. Applicants must have a DVM or equivalent degree, must be licensed or eligible for licensure to practice in the Province of Ontario, and should be a diplomate of the American College of Veterinary Surgeons or eligible for that certification examination. Candidates must have demonstrated research capability, and possession of an advanced degree is desirable. The ideal candidate should have a strong background in surgery, and an interest in teaching and communication skills. The successful candidate will work with 4 other surgeons to provide diabolic and clinical instruction in Large Animal Surgery and related disciplines to undergraduates, interns, residents and graduate students. Service activities will include the management of patients and consultation in the Veterinary Teaching Hospital and limited administrative activities. Research is a collaborative nature consistent with the research goals of the Department and College is expected to be completed by the end of December 1, 2004, or until the position is filled. Contact Dr. Stephen Kruis, Chair of the Search Committee, Department of Clinical Studies, University of Guelph, Guelph, Ontario, N1G 2W1, (519) 824-4120, ext. 54060, fax: (519) 824-4120, ext. 54060, [skruis@uoguelph.ca](mailto:skruis@uoguelph.ca) and provide a letter of application, curriculum vitae and the names of at least three referees. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is an equal opportunity employer. The program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

**VIROLOGY** — University of Alberta: The University of Alberta, Division of Gastroenterology, is initiating a search to recruit an outstanding Virologist for full time, tenure track position at the level of assistant, associate or full professor. The Division was the recent recipient of a major 20.5 million dollar Canadian Foundation for Innovation Research Grant for its Centre of Excellence in Inflammation and Immunity Research. We are currently recruiting MD and PhD scholars with demonstrated interests in retrovirus, virus hepatitis, mucosal immunology and autoimmunity, epithelial injury and repair, genetics and epidemiology in virus discovery. The program was originally established to characterize a human betaretrovirus associated with autoimmune liver disease. The program is now being broadened to investigate a viral etiology of other idiopathic hepatobiliary and inflammatory diseases. Applications will be considered from PhD Virologists with an interest in retroviruses and experience in virus discovery, viral pathogenesis and immunity. Priority will be given to applicants with expertise in viral isolation, viral cloning and electron microscopy. Research responsibilities of the position are to build on the success of the current virus discovery program, clone and isolate retroviral agents and develop a well-funded research. Postdoctoral fellows are also encouraged to apply for training positions. The University of Alberta is one of the major research universities in Canada with over 30,000 students, research

## CAUT ACPPU

Publisher's Statement  
Déclaration de l'éditeur

The publisher will not accept advertisements of academic positions (teaching applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, sexual orientation, or political beliefs or affiliation). CAUT expects that all positions advertised in the Bulletin are open to both men and women. Advertisements using restrictive language will not be accepted except where the language is consistent with Human rights legislation. Where a bona fide reference for exemption from general policy is shown above, it is the responsibility of the institution to which the advertisement is intended to provide a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Policy Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of \$200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT Bulletin may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the status of academic freedom at universities outside of Canada. CAUT publishes a list of universities sanctioned by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1212 14th St., N.W., Washington, DC 20005; tel. 202-737-5900.

L'éditeur n'accepte pas d'annonces de postes d'enseignement ni d'engagement sur des bases de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, d'orientation sexuelle, d'ethnicité, d'orientation sexuelle, d'origine sociale ou de connexions ou d'attaches politiques, génétiques. L'ACPPU s'attend à ce que tous les postes annoncés dans le Bulletin soient ouverts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne seront acceptées que si elles sont conformes à la loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédaction du Bulletin une déclaration expliquant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme des Contrats Fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient plus de 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'un montant de 200 000 \$ ou plus s'engagent, sous condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. À la suite de cela, les applications pour certains postes annoncés dans le Bulletin de l'ACPPU de l'étranger peuvent être demandées à fournir des renseignements de caractère confidentiel.

Le Bulletin accepte les offres d'emploi à l'étranger du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors (AAUP) enquête sur des prétendus violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités sanctionnées par l'AAUP pour avoir refusé de censurer par l'AAUP pour des infractions des enseignants supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1212 14th St., N.W., Washington, DC 20005; tél. (202) 737-5900.

## Tarifs de publicité

## SECTION CARRIÈRES

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## Ad Deadlines 2004-2005

The Bulletin is published 10 times during the academic year, once a month except July and August.

ISSUE	CLASSIFIED	DISPLAY
September	September 15	September 15
October	October 15	October 15
November	November 15	November 15
December	December 15	December 15
January	January 15	January 15
February	February 15	February 15
March	March 15	March 15
April	April 15	April 15
May	May 15	May 15
June	June 15	June 15

All ad material must reach CAUT by the deadline.

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## Dates limites 2004-2005

Le Bulletin est publié dix fois pendant l'année universitaire, une fois chaque mois, sauf juillet et août.

NUMÉRO	PETITES ANNONCES	GRANDES ANNONCES
Septembre	15 septembre 2004	15 septembre 2004
Octobre	15 octobre 2004	15 octobre 2004
Novembre	15 novembre 2004	15 novembre 2004
Décembre	15 décembre 2004	15 décembre 2004
Janvier	15 janvier 2005	15 janvier 2005
Février	15 février 2005	15 février 2005
Mars	15 mars 2005	15 mars 2005
Avril	15 avril 2005	15 avril 2005
Mai	15 mai 2005	15 mai 2005
Juin	15 juin 2005	15 juin 2005

Les annonces doivent parvenir à l'ACPPU avant la date limite.

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Agency discount (camera-ready display ads) ..... -15%

All prices in effect until June 2005.

# CAREERS

funding over \$170 million yearly, and more than 400 distinct research laboratories. Edmonton with more than 100 research centres, is the cosmopolitan capital of Alberta and is famous for its vibrant and vibrant lifestyle, outstanding cultural facilities and groups, the success of its professional and amateur athletes and teams, its wealth of 12.3 hours of sunshine and the lowest taxes in the country. Salary will be commensurate with experience and qualifications. To apply for the position, forward a letter of application, an up-to-date curriculum vitae, and the names and addresses of three referees by November 30, 2004 to Dr. Andrew L. Mason, Director of Research, Division of Gastroenterology, College Plaza Building, Suite 205, 8215-112 Street, Edmonton, Alberta, Canada, T6G 2G5 or email, mason@edmonton.ca. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta lives on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from people of all ages and backgrounds, including persons with disabilities, members of visible minorities, and Aboriginal persons.

**■ VISUAL ARTS** – The University of Western Ontario, Department of Visual Arts, invites applications for a Probationary (tenure-track) position in Integrating Studio Practice and Art History, Theory and Criticism at the rank of Assistant Professor. The successful candidate will specialize in Photography and/or Media Arts focusing on the relationship between historical and contemporary practices and technologies. Areas of research/teaching and teaching specialties should include one or more of the following: photography, digital imaging, information and communication technologies, and sound. A PhD in MFA and a strong record of teaching and research are required. In addition to exhibitions and scholarly publications, the candidate's research should be viewed favourably by the committee. Teaching will be undergraduate and graduate level. The candidate will be expected to contribute to the academic life of a dynamic Department where art history and theory, and studio art practice, are closely integrated. A clear statement of teaching philosophy, s/fides and/or other visual/sound materials, e.g., e-portfolio, and a list of three referees should be sent with application by Friday, December 17, 2004 to Professor Penny Cousineau, Chair, Department of Visual Arts, The University of Western Ontario, London, Ontario N6A 5B7 (Phone: (519) 661-3440; Fax: (519) 661-2020). E-mail inquiries are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

**■ VISUAL ARTS** – University of Ottawa. The Department of Visual Arts of the University of Ottawa announces the opening of a full-time, tenure-track position in Painting at the rank of Associate Professor. This position is an asset. The Department offers both the B.A. with Concentration in Visual Arts and the Bachelor of Fine Arts, programs that are committed to both studio practice and theory. Teaching ability is required at all levels of the undergraduate program. Qualifications: M.F.A. or equivalent. Extensive commitment to studio practice and an active and recognized exhibition record. Strong knowledge of contemporary art, art history and theory; Ability to engage in curriculum development and administrative tasks; Ability to teach intensively in both English and French; At least three years' teaching experience at the post-secondary level. The salary is determined according to the collective agreement of the University of Ottawa. Start date: July 1, 2005. Deadline for applications: January 5, 2005. Qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Equity is a University Policy. To apply, please submit a detailed curriculum vitae, visual documentation of art production (e.g., 20 slides, a CD-ROM, up to 15 minutes of video clips or other relevant materials, including published works), selected reviews or articles relating to your work, a teaching dossier with course outlines and student evaluations, and the names and contact information of three referees, whose reference letters should be sent directly to the Chair of the Department: Penny Cousineau, Chair, Department of Visual Arts, University of Ottawa, 100 Laurier Avenue East, Ottawa, Ontario K1N 6N5. For more information, please contact us by email (finearts@uottawa.ca) or by phone at (613) 562-2586.

**■ VISUAL ARTS** – University of Ottawa. The Department of Visual Arts of the University of Ottawa announces the opening of a full-time, tenure-track position at the rank of Assistant Professor in History and Theory of Art. The Department offers both a B.A. with Concentration in Visual Arts and a Bachelor of Fine Arts, programs which are committed to studio practice and theory. Requirements: PhD or equivalent in Art History. The candidate's major area of study should be contemporary art with a specialization in New Media. Publications and research experience: At least three years' teaching experience at the post-secondary level. The successful candidate will eventually be expected to teach in both French and English and may be required to teach courses in General Art History. The salary is determined according to the Collective Agreement of the University of Ottawa. Start date: July 1, 2005. Deadline for applications: January 5, 2005. All qualified candidates are encouraged to apply; however, Canadian and Permanent residents will be given priority. Equity is a University Policy. The University of Ottawa is justly proud of its 150-year tradition of bilingualism.

gualism. Through its Second Language Institute, the University provides training to staff members and to their spouses in their second official language. At the time of tenure, professors are expected to have the ability to function in a bilingual setting. In certain cases, professors must have the ability to teach in both official languages to be granted tenure. Applicants should submit a detailed curriculum vitae, at least three examples of recent published works, a teaching dossier which includes statements of teaching philosophy and interests, course outlines and student evaluations, and the names and addresses of three referees whose letters of recommendation should be sent directly to the Chair of the Department: Penny Cousineau, Chair, Department of Visual Arts, University of Ottawa, 100 Laurier Avenue East, Ottawa, ON K1N 6N5. For more information, please contact us by email: finearts@uottawa.ca, by internet: www.visualarts.uottawa.ca or by phone at (513)562-2586.

**■ VISUAL STUDIES** – University of Toronto. The Department of Fine Art invites applications for a tenure track position in Visual Studies (studio) at the rank of Assistant Professor to begin July 1, 2005. The successful candidate will be a contemporary artist with a strong exhibition record, strong practice and background demonstrate a strong commitment to and involvement with interdisciplinary art practices, including painting and drawing. The candidate will be able to teach undergraduate core courses in painting and drawing, both introductory and advanced, as well as a range of interdisciplinary courses offered in the Visual Studies curriculum. The candidate will join the Graduate Faculty of the Department and be capable of supervising Graduate students' studio practicum courses in the MFA and Visual Studies degree across disciplines. Applicants are encouraged to consult the Departmental website for specific information on current curriculum offerings: <http://www.fineart.utoronto.ca>. Requirements include an MFA or MFA, or equivalent professional artistic experience, and an established practice supported by a body of work and curriculum vitae. The candidate will be conversant in the diverse developments within critical thinking pursued in contemporary art practice, and be knowledgeable in a range of approaches and methods to a strong record of teaching and research. Short-listed candidates will be expected to present their research and creative work to an audience of faculty and students. Please submit CV, Portfolio of Work (up to 20 images, on slides or CD, Video, maximum length 10 minutes, VHS or DVD only). Please include an identification sheet listing all support material: dimensions, year, of production and media or other slides and images; length and year of production for time-based work and select publications, and an arrange to have the identification sheet sent directly to: Professor Lisa Steele, Visual Studies Search, Department of Fine Art, 100 St. George Street, University of Toronto, Toronto, Ontario M5S 3C5. Deadline for applications is December 1, 2004.

The University of Toronto is strongly committed to diversity within its community, and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas.

**WOMEN'S STUDIES** – University of Waterloo. The Department of Philosophy and the Women's Studies Program at the University of Waterloo invite applications for a tenure track appointment at the rank of Associate Professor or a joint Probationary/Tenure-track appointment at the rank of Assistant Professor, beginning July 2005. A PhD in Women's Studies or Philosophy with a clear emphasis on a program of research, and experience in teaching feminist philosophy and interdisciplinary approaches to women's studies at the undergraduate level, are required. Some administrative experience, and skill in interdisciplinary approaches to research, would be assets. Interested persons are invited to view the programs' websites at: [www.uwaterloo.ca/finearts/womenandwomenphilosophy.uwaterloo.ca](http://www.uwaterloo.ca/finearts/womenandwomenphilosophy.uwaterloo.ca). Applicants should submit a letter of application, an example of their research (preferably published), and a current CV. Applicants should also arrange for three confidential letters of reference to be forwarded to: Ms. Mary Cline, Secretary to the Joint Phil/WS Appointment Committee, RAS Building, room 3009, University of Waterloo, Waterloo, Ont. N2L 3G1 CANADA. The review of applications will begin December 1, 2004. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. For more information about the University of Waterloo, please visit our website at [www.uwaterloo.ca](http://www.uwaterloo.ca).

**WRITING** – University of Western Ontario. The Faculty of Arts at the University of Western Ontario (<http://www.uwo.ca/facultyofarts>) at all levels applications for the position of Director of Writing and Technical & Professional Communication. This tenure position at the rank of Associate or Full Professor is scheduled to commence July 1, 2005. The successful candidate must possess the completed PhD or equivalent and a strong record in teaching, research and publication in the field of writing and technical/professional communication. In addition, he or she must have proven administrative abilities and experience in coordinating a writing or communication program. Responsibilities will include teaching courses in Writing, the appointment and scheduling of instructors; academic counselling of students; establishing of courses; training and supervision of faculty and staff; budget planning and management; curriculum development; and overall administration of Writing (<http://www.uwo.ca/writing>). The Director will also provide campus-wide leadership by promoting, coordinating, and integrating technical and professional communication studies in diverse faculties across the University. Cross-departmental work with the Department of English or other units may be possible. Positions are subject to budgetary approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. Send letter of application with curriculum vitae and copies of transcripts, a writing sample, and three letters of reference to: Dr. Douglas Kneale, Chair, Appointment Committee, Department of English, The University of Western Ontario, London, Ontario, Canada N6A 3K7. Applications must be received by 15 December 2004.

**ZOOLOGY** – Brandon University. The Department of Zoology invites applications for a tenure-track position in the area of conservation biology/animal behaviour starting in either January or August 2005, depending on availability of successful applicant, subject to budget. The teaching duties will include undergraduate courses in conservation biology, animal behaviour and evolution as well as the area of expertise. The successful candidate will be expected to develop an active, externally funded research program. Salary and rank will be commensurate with the successful candidate's qualifications and experience. Applicants should send their curriculum vitae, a summary of research, teaching and research philosophy, three representative reprints, citizenship status and the names, addresses and e-mail addresses of three referees to the Dean of Science, Brandon University, Brandon, MB R7A 6A9. Fax: (204) 728-7346; [Wnph@brandonu.ca](mailto:Wnph@brandonu.ca). Application deadline is November 15, 2004 or will the position is filled.

All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Western Ontario is committed to the principle of employment equity.

is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

**ZOOLOGY** – University of Toronto. The Department of Zoology, University of Toronto, invites applications for two tenure-track assistant professorships, starting July 2005. Successful applicants will be nominated for the I. H. H. Canada Research Chairs (<http://www.chairs.gc.ca>), which are appropriate for junior candidates with postdoctoral experience, publications, and exceptional potential. CRC searches are explicitly international. Job expectations include an outstanding, internationally recognized research program and highly effective teaching of graduate and undergraduate students. Toronto is an exciting, extraordinarily multicultural city. Evolutionary genetics, with expertise in population and quantitative genetics, to bring complementary strengths in evolutionary biology to the department and the Evolutionary Genetics/Biodiversity subgroup of the I-3 chair CRC Cluster in Comparative and Evolutionary Genomics. Review of applications begins 1 December 2004. [zoo@developmental.biologist](mailto:zoo@developmental.biologist) (including evolutionary developmental biology) to investigate strong existing groups that complement cell and molecular biology of animal development in diverse invertebrate and vertebrate systems. The University has several hundred laboratories in the molecular life sciences, over 35 of which actively participate in the acclaimed Collaborative Graduate Program in Developmental Biology (<http://www.utoronto.ca/devbio>). Review of applications begins 3 January 2005. Curriculum vitae, statements on research and teaching, and three recommendations letters should be sent to: Chair's Office, Department of Zoology, University of Toronto, 25 Halls Building, Toronto, ON M5S 3G5 Canada. E-mail inquiries: [allison@developmental.biologist](mailto:allison@developmental.biologist). All application procedures, Dianne Heimerl ([dheimerl@utoronto.ca](mailto:dheimerl@utoronto.ca)), evolution position, Locke Rowe ([lrowe@utoronto.ca](mailto:lrowe@utoronto.ca)), cell/development position, Ulfen Tepas ([ulfe@utoronto.ca](mailto:ulfe@utoronto.ca)). Department site: <http://www.zoology.utoronto.ca>. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community, and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas.

**WANTED**

**TEXTBOOK WRITERS WANTED** – Amelco Incorporated. Many disciplines still available. Go to <http://www.amelco.com/jobs.htm> for details.

**Dean of Arts**  
University of New Brunswick

Nominations and applications are invited for the position of Dean of the Faculty of Arts at the Fredericton campus of the University of New Brunswick. The appointment is for a five-year term, beginning July 1st, 2005, and is subject to renewal.

The Faculty of Arts offers a wide range of graduate and undergraduate programs in fifteen disciplines, and is home to several interdisciplinary programs. With 109 full-time faculty, 1400 undergraduates, 200 graduate students, and many students in concurrent degree programs and service courses, the Faculty of Arts is central to UNB's educational mission.

The rich and diverse traditions of scholarship in the Faculty of Arts show themselves in the wide variety of faculty members' publications and research activity in the humanities, social sciences and creative arts and in languages. Three internationally recognized academic journals are based in the Faculty of Arts, and its members have founded and contribute to a number of research centres and institutes, in areas such as Electronic Arts, Family Violence Research and Property Studies. The Faculty's strong research record is balanced with an equally strong commitment to undergraduate and graduate education. The Dean of Arts is responsible for supporting and developing research within the Faculty, and for maintaining the balance between excellence in research and teaching. The successful candidate will have strong academic credentials with demonstrated ability in teaching, research and administration.

The Dean of the Faculty reports to the Vice-President Fredericton (Academic), provides institutional leadership, and is responsible for the supervision and administration of academic programs and the Faculty budget. The Dean promotes a positive and collegial atmosphere within the Faculty, acts as an advocate for the Faculty within the University and in the community at large, and facilitates the development of creative approaches to program delivery in the face of resource constraints. Canada's rich cultural growth at UNB, the Faculty's many-sided strengths offer both an opportunity and a challenge to a new Dean of Arts.

The University of New Brunswick is located in Fredericton, the capital city of New Brunswick, situated on the beautiful Saint John River. UNB has a rich history and legacy of excellence and makes a significant difference to the economic, social and cultural development in New Brunswick and around the world.

Inquiries, nominations and applications should be addressed to:

Dr. Angelo Belcastro  
Vice-President Fredericton (Academic)  
University of New Brunswick  
P.O. Box 4400  
Fredericton, NB E3B 5A3  
Email: [angelbc@unb.ca](mailto:angelbc@unb.ca)  
Fax: (506) 453-4908

Applicants should include curriculum vitae and the names of three referees. The deadline for applications is December 10, 2004.

All qualified applicants are encouraged to apply, however, Canadian and permanent residents will be given priority. The University of New Brunswick is committed to the principle of employment equity.

QUEEN'S UNIVERSITY, KINGSTON, ONTARIO

Queen's  
UNIVERSITY

## Vice-Principal (Academic)

Queen's University invites applications or nominations to fill the position of Vice-Principal (Academic). The appointment, effective July 1, 2005, will be for a five-year period and may be renewed.

The University is located in the historic city of Kingston, Ontario and has a student enrolment of 16,000 with approximately 1,000 faculty and 2,000 staff. The city enjoys an abundance of cultural and recreational activities.

Reporting directly to the Principal, the Vice-Principal (Academic) will serve as key member of the senior management team of the University and will provide leadership in the promotion of excellence in teaching and scholarship. The Vice-Principal will work closely with Faculty Deans, Directors of Schools and the Senate in administration, evaluation and planning of academic programs, staffing strategy and the operation of academic support units. Duties will also include participation in matters related to the academic mission of the University at the provincial, national and international levels. A detailed position profile is available at <http://www.queens.ca/principal/news.html>.

The successful candidate will have an outstanding record of leadership and will have demonstrated excellence in teaching and scholarship.

Queen's University is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. In accordance with Canadian immigration requirements all qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Written nominations or applications for the positions, accompanied in the latter case by a resume of qualifications and experience and the names of three referees should be sent to: Janet Wright & Associates, 21 Bedford Road, Suite 300, Toronto, Ontario, M5R 2J9 or [vpaqueens@jwassoc.com](mailto:vpaqueens@jwassoc.com).



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# COMMENTARY TRIBUNE LIBRE

## Copyright Reform Is Not A Spectator Sport

The education community has the opportunity to emerge as a positive force for change by actively supporting a uniquely Canadian vision of copyright that compensates creators, facilitates access & embraces Canadian culture. Michael Geist argues it is time to get in the game.



By MICHAEL GEIST

**F**EW policy issues generate as much passion and controversy as copyright reform. Balancing creator rights with broader societal interests presents an enormous challenge, especially when national economic policy and international treaty obligations are also factored into the equation.

Copyright is particularly important to the education community as both a major source of new Canadian creative works and also as a major user of copyrighted materials. Although the education community participates in the copyright reform process from both perspectives, recent government proposals, particularly those recommended in May by the standing committee on Canadian heritage, leave little doubt about where the community should lend its support.

It is time for teachers, researchers, education administrators, librarians and students to speak out loudly against proposed policies that threaten the use of the Internet within Canadian schools by establishing unnecessary copyright license fees that seek to extend the term of copyright to the detriment of Canadian historians, and that introduce new legal protections that threaten to chill scientific and security research. They should further seize this opportunity by presenting a positive vision of reform that could benefit Canadian research and the broader community.

### The Copyright Reform Threat

The May 2004 heritage committee report has set off a firestorm within the education community by proposing a new license to cover Internet-based works. The proposal would require schools to pay yet another fee (the education community already hands over millions in license fees each year for content) for works found on the Internet.

Although the committee acknowledged that some work on the Internet is intended to be freely available, it recommended the adoption of the narrowest possible definition of "publicly available." Its vision of publicly available included only those works that are neither technologically nor password-protected and contain an explicit notice that the material can be used without prior payment or permission.

Rather than adopting an approach that facilitates the use of the Internet, the committee called for the creation of a restrictive regime in which nothing is allowed unless expressly permitted. The result would be an Internet in which schools will be required to pay to use Internet materials contrary to the expectations of many creators.

Canadian universities, colleges, and schools, which are struggling with 20th century budgets to provide a 21st century education, should respond to this proposed cash grab in two ways.

First, these institutions should call on the federal government to reject the proposal and instead adopt a balanced copyright approach that encourages the use of the Internet in Canadian schools. One possibility would be the establishment of a limited educational user right to publicly available work on the Internet. In keeping with longstanding and widely accepted practices on the Internet, publicly available work would include materials that are not protected by passwords, encryption or other means, i.e., information the author would appear to want to make widely available.

Second, the education community should stop wasting millions of dollars each year by paying unnecessary copy licenses to copyright collectives such as Access Copyright. While copyright collectives claim that education institutions need licenses to compensate for faculty and student copying, many copying activities are permitted under Canadian copyright law without the need for payment. The Copyright Act contains an explicit user right for copying for research or private study purposes (surely the most common uses of works on university campuses). The Supreme Court of Canada has

ruled that this user right must be interpreted in a liberal fashion such that copying full articles may be lawful in certain circumstances.

The Act also contains several relevant exceptions for copying for teaching purposes. For example, copying work for classroom instruction is subject to an exception in the Act provided that no commercial alternative exists. There is another exception that allows teachers to show live broadcasts and Internet content in the classroom. Millions of web sites likely fall under these two exceptions since many are freely provided without expectation of compensation.

It is important to note that the use of these user rights and exceptions would enhance Canada's education system as well as enrich its authors and publishers. The money that would be saved could be directed toward purchasing new books to increase the size of university library collections, while at the same time generating handsome royalties and revenues for authors and publishers.

### Rejecting Copyright Term Extension

The Canadian education community should also support policies that foster the growth of the public domain by resisting pressures to extend the term of copyright. Canadian copyright currently lasts for the life of the author plus an additional 50 years. While some countries have extended that term to 70 years after the author's death, the extension would not generate any further cultural products yet it would result in diminished public access to Canadian works.

For example, in 2003, the Canadian government introduced a bill dubbed the Lucy Maud Montgomery Copyright Term Extension Act that would have extended the term of copyright for certain works. While the heirs of the famous Canadian author would have benefited from the extension, the Canadian public would have paid the price, losing access for years not only to Montgomery's unpublished works but also to unpublished works from dozens of other prominent Canadians such as former prime ministers Sir Robert Borden and Richard Bennett. That bill was ultimately amended with the copyright term extension provisions excluded.

### Avoiding U.S.-Style Copyright Reform

The proposed copyright reforms also pose a significant threat to the dissemination of research results, particularly security-based research.

In the United States, the enactment of the Digital Millennium Copyright Act has led directly to such a chill. For example, several years ago a Princeton researcher sought to release an important study on encryption. When he publicly disclosed his plans, he was served with a warning that he faced potential legal liability under the DMCA if he publicly disclosed his findings. Similarly, in 2001, a Russian software programmer was arrested and spent the summer in a California jail after highlighting encryption weaknesses in an Adobe software product at a public conference.

These cases sent a wave of fear through the security research community, leading foreign researchers to avoid traveling to the U.S. and cybersecurity czar Richard Clarke to acknowledge that "a lot of people didn't realize that [the DMCA] would have this potential chilling effect on vulnerability research."

Canada can ill-afford to follow the U.S. down this path. In fact, by refusing to ratify the World Intellectual Property Organization's Internet treaties that serve as the basis for the DMCA, the federal government will maintain an environment that encourages the dissemination of research results and creates a competitive advantage that will attract security researchers to Canada.

Moreover, ratification of the DMCA would cause serious economic harm to Canada with the prospect for an additional \$100 million in Canadian private copying royalties flowing south of the border.

Despite claims that Canadian artists would be harmed should Canada decide not to ratify the treaties, Canadian artists would in fact scarcely feel the effect of such a deci-

sion. Eighty percent of the world's population has not even signed the treaties, while many European countries have yet to formally ratify them. Furthermore, since Canada's most significant trading partners, notably the U.S. and Japan, provide Canada with national treatment status, Canadian artists would still enjoy benefits in those markets.

### A Positive Vision for Copyright Policy

The Canadian education community should capitalize on this reform opportunity to place positive recommendations onto the public agenda.

First, Canada must begin to think about new ways to disseminate its publicly funded research. While the federal government has stressed the importance of focusing on commercializing Canadian research, this approach provides only a partial solution.

Under our current model, Canadians spend billions of dollars on university research through granting programs in the sciences, social sciences and health fields. Those research results are typically made available to the public in one of two ways. If the results have commercial value, they are often brought to market, generating new revenues for the researchers and their institutions. Alternatively (or in addition), researchers publish the results in expensive scientific journals, which often fetch thousands of dollars in annual subscription fees.

In other words, Canada spends billions of tax dollars on research only to "buy back" that funded research through the marketplace or by subsidizing universities, who are effectively forced to repurchase their own research through journal subscriptions.

The U.S. faces the same dilemma. A group of 25 Nobel prize winners recently issued a public letter calling on Congress to link public research funding with public dissemination of the results. Canada should jump at the chance to adopt a similar model that would tie free, public dissemination to publicly funded research. Such an approach would still leave room to commercialize the research results, while providing Canadians with both an unprecedented innovation opportunity and a more immediate return on research granting investment.

Second, the education community should support policies that ensure access to our culture and heritage is publicly available to all Canadians. The United Kingdom provides an excellent model for such policies. In recent months, the British Library has unveiled an ambitious plan to digitize and freely post on the Internet thousands of historical newspapers that are now in the public domain. Similarly, the BBC has established the BBC Creative Archive, which will allow users to download clips of BBC factual programming for non-commercial use, where they can be stored, manipulated and shared.

Although Canadian funding of the CBC is not identical to the television license fee approach used for the BBC, there are clear similarities between the two public broadcasters. CBC would take a significant step forward by returning its programming back to the taxpayers who provide the majority of its funding. In doing so, Canadians would be free to use CBC programs for non-commercial use much like residents in the U.K.

Copyright reform is not a spectator sport. The education community has the opportunity to emerge as a positive force for change by actively supporting a uniquely Canadian vision of copyright that compensates creators, facilitates access and embraces Canadian culture. It is time to get in the game. ■

Michael Geist is the Canada Research Chair in Internet and E-commerce Law at the University of Ottawa. He is on-line at [www.michaelgeist.ca](http://www.michaelgeist.ca). The opinions expressed herein are personal and do not necessarily reflect those of the University of Ottawa nor those of CAUT.

Commentary is a regular feature of the Bulletin. Readers are invited to submit articles for publication. Contact Liza Duhaime, managing editor, for details ([duhaime@caut.ca](mailto:duhaime@caut.ca)). Commentary authors will be contacted only if their articles are accepted for publication.